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**A Study
of the
Degrees of Illiteracy - Literacy
Required in Various Billets
ONR Contract No. Nonr-416(00)**



Prepared For:

**Department of the Navy
Office of Naval Research
Washington, D. C.**

Prepared By:

**Richardson, Bellows, Henry
and Company, Inc.
1 West 57 Street
New York 19, N. Y.**

July 1952

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ABSTRACT

In order to determine the degrees of "illiteracy-literacy" required in various billets assigned to men in the E2 and E3 grades, a rating scale was developed. This scale is essentially an operational definition of sub-literacy. It defines the degrees of arithmetic, writing, and reading required in the performance of duties. This scale was subjected to experimental controls and checks and was found to be reliable.

Interviews were held with 966 billet holders in the various branches of the Navy assigned both ashore and afloat. A catalog of these billets according to the scale steps or literacy requirements of the billets was the resulting end product.

PREFACE

In the event of total mobilization, standards related to physical, medical, psychological and other characteristics of inductees will be lowered to meet the huge increase of personnel needed by the Armed Forces.

One of the characteristics that will have to be considered is the degree of literacy (or the lack of it) required by the inductee to perform his duty adequately. Rather than adopt an arbitrary standard, it is possible to relate the standard set to the requirements of the job.

The problem of determining the degree of literacy actually required to fill various billets in the E2 and E3 grades becomes of paramount importance.

A billet includes not only a specific occupational assignment but also additional duties and assignments each of which may require varying degrees of skill in reading, writing, and arithmetic. The task is to determine the degrees of such skills required on each of the assignments a man has to perform. By determining the job requirements of literacy an answer is possible to the question, what degrees of literacy are required in the man to perform the billet?

This study has been undertaken with this problem in mind. It proposes a rating scale to estimate the literacy requirements of billets and applies it to a sample of E2 and E3 grades in the various branches of the Navy.

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PART 1. OBJECTIVES AND GENERAL ORIENTATION

Objectives

The two major objectives of this study were:

1. to develop a rating scale measuring degrees of reading, writing and arithmetic required to perform various duties in Navy pay grades E2 and E3, and
2. to catalog the billets rated as a demonstration of the application of the scale.

Orientation (or Frame of Reference)

It is necessary to recognize that determining the reading, writing and/or arithmetic requirements of a job is different from determining the intelligence requirements of an individual for a job. This fact is important in relation to the present study because an individual with extremely limited ability in reading, writing and arithmetic may or may not be feeble-minded. In the latter instance, it may mean that the person either has had very limited educational opportunities or speaks a foreign language. This study developed a rating scale so that billets requiring limited degrees of literacy would be identifiable. It implies that billet holders who are not feeble-minded but who possess limited skills of reading, writing, and arithmetic can meet the job requirements.

There is evidence to indicate that training recruits who are not feeble-minded but who are classified as illiterates can be brought up to 4th grade level of schooling in a 12 to 15 week period. The conclusion is that approximately 85 of every 100 persons meet such requirements after training.* This study was not concerned with this problem of training.

This study merely attempts to estimate, in the sample studied, the degrees of reading, writing and arithmetic required in various Navy jobs and duties. It considers the concept of illiteracy-literacy as a continuum and attempts to pinpoint the degrees of such basic skills as reading, writing and arithmetic required in billets normally filled in Navy E2 and E3 grades. We therefore set as our primary objective the development of a measuring instrument that could identify billets requiring limited degrees of literacy.

* We have found that a reference to 4th grade level of schooling as a functional definition of literacy has its limitations since 4th grade varies considerably in terms of educational level. Considering illiteracy-literacy in terms of the rating scale steps and the job requirements avoids this confusion.

Scale Development

A review of the literature indicated that a measuring instrument to estimate degrees of literacy required on a job was non-existent. In order to develop such an instrument, a request was made to the Billet and Qualifications Analysis Branch of the Bureau of Naval Personnel to furnish us with a sampling of Naval Job Analysis Schedules. Two hundred schedules were made available and a sample of fifty was selected for preliminary study. These schedules were inspected to determine examples of reading, writing and arithmetic required in the performance of duties. A scale was then constructed with steps differing in the degree of such skills necessary. The first four scales indicated that such a measuring instrument was feasible but the ratings assigned were not sufficiently objective. Both RBH and job analysts in the Research Division of Bu Pers rated a sampling of job analysis schedules. Each revision was an improvement on the previous scale, and finally preliminary experimentation with the fifth scale appeared sufficiently promising. Accordingly, five professional RBH (Richardson, Bellows, Henry & Co.) staff members were trained in the use of the scale and independently rated a random selection of 100 of the 200 job analysis schedules. To prevent contamination, the five RBH staff members who were selected to do the rating had not previously worked on the development of the scale thus insuring the maximum freedom in the scale's application and a minimum amount of interference or transfer from the previous scales.

After the ratings were completed the average intercorrelation was computed. The correlation of $+.80$ indicated a sufficiently high reliability to justify continued use of the rating scale.

Four of the five raters then held a conference and reached a group decision as to the correct rating for each billet. It was determined that a total of 176 errors were made. These errors (disagreement in ratings from the group decision) were analyzed and classified according to whether they could be attributed to the rating scale, personal judgment, or lack of clarity in the job analysis schedule. Special attention was given to the rating scale type of error, and concerted effort was made to strengthen the scale.

This analysis resulted in a further revision of the scale. Once again the five RBH professionals independently rated the second hundred billets. The correlation obtained was $+.79$, a figure rather similar to the $+.80$ obtained in the first sampling. The total number of errors made on the ratings of the second hundred billets was 109, or a reduction in errors of 38%.

Whereas rating scale errors were approximately 30% of the total number of errors on the first hundred job analysis schedules, such errors were all but eliminated in the second set of ratings. Prior to rating the second hundred billets, four of the five raters were available for a brief training session and, in addition, took part in the group

decision establishing the correct rating. All four raters reduced their errors in the second series. These reductions varied and were 23%, 63%, 68% and 76%. The fifth rater also rated the second hundred billets but was not available for the group training and decision session. Oddly enough his errors increased by 26%. Analysis of the errors as well as an interview did not definitely establish the cause of this increase but it may be inferred that lack of motivation as well as the lack of the training session contributed. This would indicate, in part, that training in the use of the rating scale is advisable prior to its use.

Summary

A rating scale was developed to rate the degrees of reading, writing and/or arithmetic required in billets on the E2 and E3 level. This scale was constructed as a result of studying job analysis schedules. The reliability coefficient computed by obtaining the average inter-correlation of 5 independent raters rating 100 job analysis schedules was +.80..

The scale and brief manual are presented as Exhibit A.

EXHIBIT A

Manual and Scale to Determine Literacy Requirements of Navy Billets (From Job Analysis Schedules)

Navy billets can be grouped in many different ways. We are interested in grouping billets according to the amounts of reading, writing, and "doing arithmetic" necessary to perform the job.

A good way to rate jobs according to the amounts of knowledge in reading, writing, and arithmetic required is to have a scale that estimates the amounts. This scale can then be used as a ruler or thermometer. Once we have a ruler marked off in inches, we can measure distances rather correctly every time. Once we have a thermometer, we can tell the difference in temperature by degrees. This scale will differentiate job requirements in reading, writing, and arithmetic.

The scale we have developed has 8 markings. Item 1 is for those jobs that require NO reading, writing, or arithmetic at any time. This scale increases according to the amounts required until it reaches 8, and then we have those jobs that require quite a bit of reading, writing, and arithmetic.

In assigning a number or rating to each of the jobs, please use the following scale. Always assign the number corresponding to the highest degree of literacy required on the job.

Scale

1. NO reading, writing, or arithmetic is needed on the job.

Examples: a. Loading and unloading materials.
b. Painting, chipping, and sanding.
c. Cleaning.
d. Starting and stopping a machine.

2. Job requires "reading" markers, indicators, or signs by color differences, height differences, shape differences, or distance differences. May orally relay this information but does not take action.

Examples: a. Reads road signs by shape or color.
b. Checks whether dial indicator is on red or green.
c. Checks level of water or oil, whether it is below or above a designated mark.

3. Same as 2 but takes action.

Examples: a. Opens valve until two marks match.
b. Fills oil pan up to designated level marked by line.
c. Saws wood or metal where mark was made.

4. Reads numbers and/or letters in the alphabet and/or words on controls, machines or switches.

Examples: a. Reads any gauge.
b. Reads switches such as slow, medium, fast, marked "S"; "M"; "F."
c. Sorts laundry by number markings.

5. Reads simple single words.

Examples: a. Sorts laundry by name.
b. Reads labels especially of foods, such as flour, salt, sugar.
c. Mixes starch according to prescribed amounts of starch and water.
d. Visual inspection of logs.

6. Writes single words or numbers or names (including own signature) and/or counts up to 20.

Examples: a. Writes dates.
b. Reads and writes rank designations.
c. Records weights.
d. Records numbers or words in log.

7. Writes only by copying material or reads sentences rather than words, as in reading simple and brief written instructions AND/OR performs simple arithmetic.

Examples: a. Adds short columns of figures.
b. Reads packing instructions.
c. Reads menu.

8. Any higher form of reading, writing, and arithmetic.

Examples: a. Reads instructions in manuals and/or blueprints.
b. Balances receipts with sales and/or handles cash transactions.
c. Records sentences or computations in log.

As aids to rating, look for such items as records in log (this implies writing) but it may be numbers or words or sentences. Reports orally - this implies no writing requirement on the job. As further cues, the following may be helpful:

1. Marker and position reading will mean either Category 3 or 2 depending on whether or not action must be taken.
2. Reading of letter of alphabet or numbers automatically means Category 4 or better.
3. Reading simple single words automatically means Category 5 or better.
4. Writing simple words or numbers will automatically mean Category 6 or better.
5. Reading of sentences or doing any arithmetic will automatically mean Category 7 or better.
6. Reading manuals or other advanced material will automatically place a given job in Category 8.

In order to be accurate in rating the jobs from Naval Job Analysis Schedules read the job summary (Item B) and description of duties (Item C). Write down every item in which reading, writing, or arithmetic is mentioned or implied and then assign an appropriate number (rating) according to the Scale.

Your attention is called to Naval Job Analysis Questionnaire in which the person who holds the job lists his duties. He may be able to write but our job is to determine whether writing, reading, or arithmetic is a necessary part of his job. Please keep this point in mind when assigning ratings.

Items E and F in the job analysis are judgments and may not actually be required. Similarly, all parts of Item 3 (Education and Experience) are judgments and may not be accurate in terms of the job requirements of reading, writing, and arithmetic.

Enter each job analysis number and job title on the rating sheet provided, and then circle a number from 1 to 8 corresponding to the rating that you give each job. Please read all duties and enter the highest rating for any job. Some jobs may have varying duties requiring different degrees of reading, writing, and arithmetic. Always enter the highest required rating for each job.

PART 2. EXPERIMENTAL DESIGN AND FIELD STUDY

Preliminary to Field Study

The manual accompanying the rating scale was appropriate for the rating of billets based upon a study of job analysis schedules but might not be as effective when applied to an interview situation. Therefore, a practice session was arranged at the Brooklyn Navy Yard. The four RBH interviewers who were selected to make the field trip conducted a series of double check interviews and this experience resulted in a modification of the manual appropriate to the interview situation. The form developed is attached as Exhibit B.

EXHIBIT B

Directions for Conducting Interviews to Determine "Mental" Job Requirements

Navy billets can be grouped in many different ways. We are interested in grouping billets according to the amounts of reading, writing, and "doing arithmetic" necessary to perform the job.

The purpose of these interviews is to determine the literacy-illiteracy requirements of various billets.

A good way to rate jobs according to the amounts of knowledge in reading, writing, and arithmetic required is to have a scale that estimates the amounts. This scale can then be used as a ruler or thermometer. Once we have a ruler marked off in inches, we can measure distances rather correctly every time. Once we have a thermometer, we can tell the difference in temperature in degrees. This scale will differentiate job requirements in reading, writing, and arithmetic.

The scale we have developed has 8 markings. Item 1 is for those jobs that require NO reading, writing, or arithmetic at any time. This scale increases according to the amounts required until it reaches 8, and then we have those jobs that require quite a bit of reading, writing, and arithmetic.

In assigning a number or rating to each of the jobs, please use the following scale. Always assign the number corresponding to the highest degree of literacy required on the job.

In other words you will be doing a job analysis to determine the reading, writing and/or arithmetic required on a job.

Interview Procedure

- A. Begin each interview by stating "We are studying billets to learn the amounts of reading, writing or arithmetic necessary to do a good job. We are not trying to find out anything about your abilities, so please give us only the information about the reading, writing or arithmetic you have to do on your job." (Note: Modify this when interviewing a Chief Petty Officer as follows: instead of "...you have to do on your job." - to "...he has to do on his job.").
- B. "Before asking questions about the billet, I need some information." (Using the Rating Cards, fill in necessary data.)
1. Name - Enter name of person interviewed.
 2. Holder - Chief Petty Officer - Check whether person interviewed is billet holder or Chief Petty Officer.
 3. Pay Grade - Enter Navy pay grade designation.
 4. NJC Title - Make certain that billet title (Naval Job Classification Title) agrees with the one on the interview schedule given you.
 5. Code - Enter Naval Job Classification Code.
 6. Navy Rating - Enter present rating of person interviewed.
 7. "Now, let's first think about what you do (he does) on your (his) billet - the day-to-day things you do (he does) when you are (he is) working at your (his) usual job."
 - a. "If you do (he does) any reading on your (his) job as (billet title), tell me what you read (he reads)." Note reason and highest rating on back of card at Billet: R ().
 - b. "If you do (he does) any writing on your (his) job, tell me what you write (he writes)." Note reason and highest rating on back of card at Billet: W ().
 - c. "If you do (he does) any adding or arithmetic of any kind as part of your (his) job, tell me what you do (he does)." Note reason and highest rating on back of card at Billet: A ().

Repeat the above three steps for each of the following:

8. General Quarters.
9. Condition 2.
10. Condition 3.
11. Other Watch Conditions.
12. Watches at Sea If Not a Condition Watch - "Peace Time" Cruise.
13. In-Fort Watches.
14. Emergency and Misc. Duties.
15. Any Additional Duties.

Before assigning a rating, ask for job samples to satisfy your judgment that the man (or Chief Petty Officer) is not exaggerating and that the function requires the reading, writing, and arithmetic mentioned. It may be that the answers will immediately determine the ratings to be given. If interviewee does not respond with adequate information upon which to assign a rating, see if you can determine the rating as follows. Read the list of examples in the Rating Scale starting at scale value "2." Say "If you do things like these, tell me what you do." This will indicate where to probe for any required usage of reading, writing, or arithmetic.

16. "If you had to take a test to get your present billet, tell me which test you took." (Check yes or no on front of card.)

Complete the front of the card:

17. Rater - Enter your name.
18. Date - Of interview.
19. RBH - Bu Pers - Check your affiliation.
20. Reasons - (On face of card.)

Select the highest level of reading and writing and arithmetic listed on the back of the card and copy the highest reasons and ratings in the appropriate blanks on the front of the card under each of the three areas.

21. Note the highest rating for reading or writing or arithmetic in box 1 (lower right hand corner of card).

Completed rating cards should be given to the Project Director at the end of the day.

Exhibit B reports an important modification in the method of gathering data and obtaining a billet rating. The ratings based upon the job analysis schedules were usually a result of the occupational duties and certain supplementary duties. However, the Billet Analysis and Qualifications Section requested that plans be made to rate the entire billet. At this point, it was established that it was possible for a billet to include a maximum of 9 different assignments or jobs. These assignments include:

1. occupation
2. general quarters
3. condition 2
4. condition 3
5. other watch
6. watch at sea but not condition watch
7. in-port watch
8. emergency and miscellaneous duty
9. any additional assignments

The Field Study

A field trip was planned as the focal point of the study not only to test the rating scale's applicability but also to gather data leading to a cataloging of billets.

To this point, the scale can be considered as adequate to rate literacy requirements culled from job analysis schedules. However, a need existed to apply the scale to an interview situation and such a system of rating literacy requirements had to be accurate but also had to be rapid. Accordingly, a fifteen minute interview was planned with the rating scale as its core. This would obviously shorten the many hours required before a job analysis schedule could be completed. Of course, it would not accomplish the purposes of such schedules but it would give information on literacy requirements of billets more rapidly.

San Diego was selected as the locale for field study. The major reason was that the Billet Analysis Section had trained personnel to conduct interviews in that area. The second reason was that the base was large enough to provide a sampling of all categories of naval personnel.

The Sample

The conclusions of any field survey can be no better than the adequacy of the sample regardless of the validity of the measuring instrument employed. Care was therefore exercised in selecting the proposed sample.

The sample was designed to duplicate the proportions of various E2 and E3 billets as they exist in the Navy. Such factors as navy branches as well as ship and shore assignments were considered.

The sample proposed by the Billet and Qualification Analysis Section of the Research Division was as follows:

PROPOSED SAMPLE

<u>Occupational Groups</u>	<u>Rating</u>	<u>No. Afloat</u>	<u>No. Ashore</u>	<u>Total</u>
Seamen	SN	137	100	237
	SA	157	100	257
Firemen	FN	36	10	46
	FA	26	10	36
Aviation	AN	37	30	67
	AA	35	35	70
Medical	HN	15	15	30
	HA	10	10	20
Dental	DN	15	10	25
	DA	15	10	25
Steward	TN	30	10	40
	TA	35	15	50
Construction	CN	25	25	50
	CA	25	25	50
TOTALS		598	405	1003

It was understood that the proposed sample would undoubtedly vary from the actual sample obtained in the field because any data gathering would have to depend on the conditions existing at the Naval base. For smoothness of operations and in order to minimize any resistance generated by the research, it was agreed that no requests for scheduling would be made that, in any manner, would interfere with either the operations of ships or the liberty of the men.

In other words, a concerted effort was to be made to have the obtained sample conform to the original design but yet flexibility rather than rigidity was expected in obtaining the actual sample.

Procedural Design

It was planned to rate 1000 E2 and E3 billet holders according to the degrees of reading, writing and/or arithmetic required to perform their duties. These ratings were to be assigned as a result of a 15 minute interview.

Since an objective of the field study was to determine the degree of similarity in ratings assigned by RBH staff and Navy personnel, each person was scheduled for two interviews within a half hour interval. One interview was conducted by an RBH interviewer and the other was held by a job analyst (Chief Petty Officer) from the San Diego Billet Analysis Group. Schedules were arranged in such a manner so that the RBH staff did approximately one-half of the interviews first. This procedure was alternated with the job analysts doing about half of their interviews prior to the RBH interviewers. This precaution was introduced to eliminate the possibility that differences in rating might be attributed to the extraneous factor of order of sequence. On any one day, the same schedule of interviews was given to one of the RBH staff and one of the Navy job analysts. The pairing of interviewers was rotated each day so that statistical analysis of the degrees of agreement among the different interviewers would be possible.

A man's report of the reading, writing, and arithmetic requirements on his job might differ from those requirements as reported by his immediate superiors. Accordingly, it was decided to conduct a number of interviews with the Chief Petty Officer of the billet holders previously interviewed.

Keeping in mind the need to hold two interviews with each billet holder, to interview some Chief Petty Officer to obtain a sample as close to the proposed design as possible, and to have daily schedules for each of the interviewees, contacts were made with the various commands at San Diego.

Through the offices of the Billet Analysis Group in San Diego, serving in a most cooperative manner, the purposes of the study and the specific needs related to sampling were explained to the various commands. In succession, the Naval Training Center, Air PAC, Phib PAC and Cru Des PAC were visited. Each was most cooperative and graciously arranged schedules for interviewing, as well as space to conduct the interviews.

The schedule of field interviews was arranged as follows:

<u>Station</u>	<u>Day & Date</u>	<u>Approximate Total Scheduled</u>
Naval Training Center	Tues. Jan. 29	330
	Wed. Jan. 30	
	Thurs. Jan. 31	
Air PAC	Fri. Feb. 1	160
	Mon. Feb. 4	
Phib PAC	Tues. Feb. 5	70
Cru Des PAC	Wed. Feb. 6	400
	Thurs. Feb. 7	
	Fri. Feb. 8	
	Mon. Feb. 11	
	Tues. Feb. 12	
CPO's at NTC	Wed. Feb. 13	100
	Thurs. Feb. 14	
CPO's at Des PAC	Fri. Feb. 15	100
	Thurs. Feb. 14	
	Fri. Feb. 15	

Each of the four commands was informed of the number of men needed as well as the distribution among the occupational groups and was asked to arrange for the selection of personnel on a random basis. The Naval Training Center selected the men to be interviewed with the aid of the IBM randomizer. . . At the Naval Air Station the sample was obtained from the squadron located closest to the building in which the interviews were held. Cru Des PAC and Phib PAC selected men for interviews on the basis of random availability.

The total sample interviewed was basically a random selection.

The Obtained Sample

A total of 864 men were interviewed of whom 448 or 52% were afloat and the remaining 416 were ashore. This breakdown varies from the proposed sample insofar as there are slightly fewer men in the sample and proportionately fewer men in the afloat category.

Table 1 presents the numbers interviewed in each of the fourteen categories together with the variations in either direction.

TABLE 1

OBTAINED SAMPLE

<u>Division</u>	<u>Rating</u>	<u>Afloat</u>	<u>Variation</u>		<u>Ashore</u>	<u>Variation</u>		<u>Total</u>	<u>Variation</u>	
			<u>More</u>	<u>Less</u>		<u>More</u>	<u>Less</u>		<u>More</u>	<u>Less</u>
Seamen	SN	193	56		106	6		299	62	
	SA	120		37	82		18	202		55
Firemen	FN	62	26		5		5	67	21	
	FA	50	24		8		2	58	22	
Aviation	AN	5		32	79	49		84	17	
	AA	5		30	59	24		64		6
Medical	HN	4		11	24	9		28		2
	HA	0		10	1		9	1		19
Dental	DN	1		14	11	1		12		13
	DA	0		15	5		5	5		20
Steward	TN	7		23	9		1	16		24
	TA	1		34	9		6	10		40
Construction	CN	0		25	18		7	18		32
	CA	0		25	0		25	0		50
TOTALS		<u>448</u>	106	256	<u>416</u>	89	78	<u>864</u>	122	261
E2			24	151(127)		24	65(41)		22	190(168)
	E3		82	105(23)		65(52)	13		100(29)	71

Inspection of Table 1 reveals that the major difficulties occurred in obtaining the proposed sample in the less frequent categories. The largest category is Seamen and although variation in the SN and SA ashore and afloat categories occur, the total sample is slightly greater than was originally planned. The firemen category has more men in the afloat category and accordingly more in the total number.

In the next five categories shortages of one form or another occurred and for different reasons. The aviation division shortage occurred because aircraft carriers were not in the harbor. However in this category personnel supplementation was made from the ashore categories.

Because the afloat total sample was obtained from only four ships with maximum numbers of interviews on each ship, HN & HA afloat were rare and DN & DA afloat were simply not available.

The shortage of stewards afloat was pronounced. The construction division presented a special problem. In order to have obtained a sizable sample it would have been necessary for arrangements to be made to travel to a Construction Battalion base some few hundred miles distant. For reasons related to travel passes and other matters beyond our control, it was decided not to include this group in the sample.

Reviewing these facts with the Billet Analysis and Qualifications Section in Washington after the field trip has been completed resulted in the decision to supplement this sample by interviewing as many TN, TA, AA, AN, as possible aboard aircraft carriers at Norfolk. It was also agreed to supplement the CN and CA categories by conducting interviews at Little Creek, Virginia. One of the experienced interviewers spent the week of April 14, 1952 gathering these additional data and such material is included in the catalog section of this report. Data were obtained on 102 additional subjects. Table 2 presents the categories.

TABLE 2

		<u>Afloat</u>	<u>Ashore</u>
Aviation	AN	26	
	AA	7	
Steward	TN	23	
	TA	2	
Construction	CN		42
	CA		2

These additional interviews when added to the original sample of 864 resulted in a total of 966 cases and tended to have the final sample more similar to the originally proposed sample.

Preliminaries to Data Gathering

Since part of the experimental design was to have both the job analysts (Chief Petty Officers at San Diego) and RBH professionals conduct independent interviews with billet holders, it was necessary to have a training session with the former group prior to gathering data because evidence previously indicated the value of training users of the rating scale.

It was planned to have a minimum of a full day devoted to such training but because of conditions beyond control, it was possible to devote only two hours in the training of the job analysts. Prior to the training session a manual of interviewing had been distributed as well as a card to record data. The manual and data card are included as Exhibit C and Exhibit D.

EXHIBIT C

Directions For Conducting Interviews to Determine "Mental" Job Requirements

Navy Billets can be grouped in many different ways. We are interested in grouping billets according to the amounts of reading, writing, and "doing arithmetic" necessary to perform the job.

The purpose of these interviews is to determine the literacy-alliteracy requirements of various billets.

A good way to rate jobs according to the amounts of knowledge in reading, writing, and arithmetic required is to have a scale that estimates the amounts. This scale can then be used as a ruler or thermometer. Once we have a ruler marked off in inches, we can measure distances rather correctly every time. Once we have a thermometer, we can tell the difference in temperature by degrees. This scale will differentiate job requirements in reading, writing, and arithmetic.

The scale we have developed has 8 markings. Item 1 is for those jobs that require NO reading, writing, or arithmetic at any time. This scale increases according to the amounts required until it reaches 8, and then we have those jobs that require quite a bit of reading, writing, and arithmetic.

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In other words, you will be doing a job analysis to determine the reading, writing, and/or arithmetic required on a job.

Scale

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Examples: a. Loading and unloading materials.
b. Painting, chipping, and sanding.
c. Cleaning.
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2. Job requires "reading" markers, indicators, or signs by color differences, height differences, shape differences, or distance differences. May orally relay this information but does not take action.

Examples: a. Reads road signs by shape or color.
b. Checks whether dial indicator is on red or green.
c. Checks level of water or oil, whether it is below or above a designated mark.

3. Same as 2 but takes action.

Examples: a. Opens valve until two marks match.
b. Fills oil pan up to designated level marked by line.
c. Saws wood or metal where mark was made.

4. Reads numbers and/or letters in the alphabet and/or words on controls, machines, or switches.

Examples: a. Reads any gauge.
b. Reads switches such as slow, medium, fast, marked "S"; "M"; "F."
c. Sorts laundry by number markings.

5. Reads simple single words.

Examples: a. Sorts laundry by name.
b. Reads labels especially of foods, such as flour, salt, sugar.
c. Mixes starch according to prescribed amounts of starch and water.
d. Visual inspection of logs.

6. Writes single words or numbers or names (including own signature) and/or counts up to 20.

Examples: a. Writes dates.
b. Reads and writes rank designations.
c. Records weights.
d. Records numbers or words in log.

7. Writes only by copying material or reads sentences rather than words as in reading simple and brief written instructions AND/OR performs simple arithmetic.

Examples: a. Adds short columns of figures.
b. Reads packing instructions.
c. Reads menu.

8. Any higher form of reading, writing, and arithmetic.

Examples: a. Reads instructions in manuals and/or blueprints.
b. Balances receipts with sales and/or handles cash transactions.
c. Records sentences or computations in log.

As aids to rating, look for such items as records in log (this implies writing) but it may be numbers or words or sentences. Reports orally -- this implies no writing requirement on the job. As further cues, the following may be helpful:

1. Marker and position reading will mean either Category 3 or 2 depending on whether or not action must be taken.
2. Reading of letter of alphabet or numbers automatically means Category 4 or better.
3. Reading simple single words automatically means Category 5 or better.
4. Writing simple words or numbers will automatically mean Category 6 or better.
5. Reading of sentences or doing any arithmetic will automatically mean Category 7 or better.
6. Reading manuals or other advanced material will automatically place a given job in Category 8.

Interview Procedure

- A. Begin each interview by stating "We are studying billets to learn the amounts of reading, writing or arithmetic necessary to do a good job. We are not trying to find out anything about your abilities, so please give us only the information about the reading, writing or arithmetic you have to do on your job." (Note: Modify this when interviewing a Chief Petty Officer as follows: instead of "....you have to do on your job." -- to "....he has to do on his job.").
- B. "Before asking questions about the billet, I need some information." (Using the Rating Cards, fill in necessary data.)
1. Name - Enter name of person interviewed.
 2. Holder -- Chief Petty Officer -- Check whether person interviewed is billet holder of Chief Petty Officer.
 3. Pay Grade - Enter Navy pay grade designation.
 4. NJC Title - Make certain that billet title (Naval Job Classification Title) agrees with the one on the interview schedule given you.
 5. Code - Enter Naval Job Classification Code.
 6. Navy Rating - Enter present rating of person interviewed.
 7. "Now, let's first think about what you do (he does) on your (his) billet - the day-to-day things you do (he does) when you are (he is) working at your (his) usual job."
 - a. "If you do (he does) any reading on your (his) job as (billet title), tell me what you read (he reads)." Note reason and highest rating on back of card at Billet: R ().
 - b. "If you do (he does) any writing on your (his) job, tell me what you write (he writes)." Note reason and highest rating on back of card at Billet: W ().
 - c. "If you do (he does) any adding or arithmetic of any kind as part of your (his) job, tell me what you do (he does)." Note reason and highest rating on back of card at Billet: A ().

Repeat the above three steps for each of the following:

8. General Quarters.
9. Condition 2.
10. Condition 3.

11. Other Watch Conditions.
12. Watches at Sea if Not a Condition Watch - "Peace Time" Cruise.
13. In-Port Watches.
14. Emergency and Misc. Duties.
15. Any Additional Duties.

Before assigning a rating, ask for job samples to satisfy your judgment that the man (or Chief Petty Officer) is not exaggerating and that the function requires the reading, writing, and arithmetic mentioned. It may be that the answers will immediately determine the ratings to be given. If interviewee does not respond with adequate information upon which to assign a rating, see if you can determine the rating as follows. Read the list of examples in the Rating Scale starting at scale value "1". Say "If you do things like these, tell me what you do." This will indicate where to probe for any required usage of reading, writing, or arithmetic.

16. "If you had to take a test to get your present billet, tell me which test you took." (Check yes or no on front of card.)

Complete the front of the card:

17. Rater - Enter your name.
18. Date - Of interview.
19. RBH - Bu Pers - Check your affiliation.
20. Reasons - (On face of card).

Select the highest level of reading and writing and arithmetic listed on the back of the card and copy the highest reasons and ratings in the appropriate blanks on the front of the card under each of the three areas.

21. Note the highest rating for reading or writing or arithmetic in box 1 (lower right hand corner of card).

Completed rating cards should be given to the Project Director at the end of the day.

EXHIBIT D

FIELD STUDY RATING CARD		RBH-252
Name _____	Billet () Chief ()	Pay _____ Grade _____
NJC Title _____	NJC Code _____	Navy Rating _____

Scale Values	Reasons: (R)eading, (W)riting, and (A)rithmetic
R()	
W()	
A()	

Tests: Yes () No () Rater _____

Date _____ RBH () BuPers () Highest Scale Value 1) 2)

1	Occupation	R() W() A()	
2	G.Q.	R() W() A()	
3	Cond. 2	R() W() A()	
4	Cond. 3	R() W() A()	
5	Other Watch	R() W() A()	
6	Watch at Sea - Not Cond.	R() W() A()	
7	In-Port Watch	R() W() A()	
8	Emergency and Misc. Duty	R() W() A()	
9	Any Addtl. Duties	R() W() A()	

REMARKS:

After the manual and data cards were distributed, the major objectives of the project were explained. A brief review of the work done previously was presented and the reasons for the selection of San Diego as well as the need for field work were given.

The rationale of the rating scale and its applicability to an interview situation were also discussed.

At the end of the first day of data gathering, a brief meeting was called and a discussion concerning disagreements in ratings was held. Each Chief Petty Officer was then paired with an RBH rater in an attempt to crystalize the reasons for assigning specific ratings in accordance with the rating scale.

The plan for the rest of the interviewing was presented and it was pointed out that on each of the succeeding days, pairs of Chief Petty Officers and RBH raters would be rotated.

Summary

The manual accompanying the rating scale was modified to apply to an interview situation and it was agreed that the interview would cover the total billet which could include a maximum of 9 assignments.

A sample was proposed to cover all Naval occupational groups but because of conditions at San Diego the obtained sample varied in size and proportions. This necessitated some additional interviewing at Norfolk and Little Creek.

A systematic procedural design was developed aimed to test the application of the rating scale in the field and ascertain its objectivity.

PART 3. EVALUATION OF RATING SCALE

If the cataloging of billets is to be meaningful, the rating scale must be established as an objective instrument when used in the field. Part 1 of this study determined that the rating scale was a reliable instrument when used to rate job analysis schedules. Part 2 described the experimental methodology devised to answer certain pertinent questions.

Part 3 presents the answers to the following problems: First, does agreement exist in the ratings assigned by RBH and Bu Pers interviewers? Second, do interviews with Chief Petty Officers of billet holders result in ratings that are similar to the ratings assigned when interviews are held with the billet holders? And third, does the rating assigned based upon examination of the job analysis schedule agree with the ratings assigned as a result of interviews when the billet is identical?

Each of these questions is basic in determining the value of the rating scale. For example, if there is no consistency in rating when two independent interviews are held then the scale has limited if any application. Further, if Bu Pers raters disagree with RBH raters, then the scale may not be capable of being used by Naval personnel. Assuming that a certain degree of agreement exists, the question as to whether the billet holder is actually reporting the literacy requirements of his job is still unanswered. By comparing the Chief Petty Officer's report with the billet holder's report, evidence can be obtained and an answer is possible. Further, there should be agreement in the literacy rating based upon job analysis schedules and interviews if the rating scale is equally applicable to both situations.

Before presenting the results it is advisable to consider that the job analysis schedule with its emphasis on occupation and its omission of specifically listing all assignments in the billet is not strictly comparable to the present interview situation. In a similar manner, the billet holder's Chief Petty Officer may not know all the duties of the billet holder as intimately as he should, or it is possible for the billet holder to perform duties not in accordance with the Chief Petty Officer's knowledge. And so, it is also possible that the Bu Pers Chief Petty Officer's knowledge of Naval jobs based upon actual job experience as well as familiarity with job analysis schedules might result in ratings on a different basis from RBH raters.

These difficulties are cited to indicate that certain variability in results can be expected and be caused by factors unrelated to either interview techniques or rating scale usage.

Degree of Agreement Between RBH and Bu Pers Chief Personnelmen in Assigning Ratings to Billet Holders

Each interview was conducted in such a manner so as to assign a number corresponding to the scale step that would indicate the highest degree of reading, writing, and/or arithmetic required to perform the duties of the job. The rationale for this was quite simply based upon the assumption that a man would have to have skills at least equal to the literacy requirement of the job or else he could not perform the job as presently constituted.

Since most E2 and E3 billet holders, in addition to their occupational duty, would have more than one type of watch or other job duty assigned, the interviewer attempted to ascertain the degree of reading, writing, and/or arithmetic in each of the jobs assigned including occupational, condition watch, general quarters duty, etc.

A single rating was then assigned and it was the highest number in the scale that corresponded to the duties required. It is obvious that if the scale results in objective ratings, then two interviewers independently rating the billet holder should agree. The procedure was designed to subject the scale to this test and the data were analyzed to determine whether independent raters assigned similar ratings.

Each billet holder could have been rated in any of the eight steps or from a one to and including eight. Any disagreements in the final rating could occur either as a result of different interviewing techniques or because of errors in judging the scale step locations.

Actually the results indicate rather close agreement when a comparison is made between the ratings assigned by RBH and Bu Pers Chief Petty Officers. The degrees of agreement are presented in Table 3.

TABLE 3

DEGREES OF AGREEMENT BETWEEN RBH AND BU PERS
CHIEF PERSONNELMEN IN RATING BILLETS

71.6 %	exact agreement in ratings
21.7 %	ratings disagree by one scale step
4.6 %	ratings disagree by two scale steps
2.1 %	ratings disagree by more than two scale steps

If the arbitrary criterion of "not more than one scale step of disagreement" is considered as acceptable and indicative of objectivity, then it is seen that 93% of all the ratings either met or surpassed the criterion.

The interviewers gathered data during twelve working field days. By comparing the agreements and disagreements in the three successive four day periods, one could determine whether there was a tendency for the agreements to increase as the study progressed. Table 4 presents the averages obtained.

TABLE 4

DEGREES OF AGREEMENT BETWEEN PAIRS OF RATERS
AS FIELD STUDY PROGRESSED

	<u>% of Complete Agreement</u>	<u>% of 1 Scale Step of Disagreement</u>	<u>% of 2 Scale Steps of Disagreement or more</u>
First 4 days	66.49	25.72	7.81
Middle Period	77.09	17.71	5.20
Last 4 days	70.19	22.82	6.99

The results do not indicate that the raters continue to agree more closely with each other as the study progresses. Since we were aware of the limited training that the Bu Pers Chief Personnelmen received, it is quite possible that part of the first four day period was spent by the Chief Personnelmen becoming more familiar with the scale steps. It does appear that the scale is capable of being used with a minimum of training.

Another type of analysis is to consider the average ratings assigned by each interviewer each day. This affords the opportunity to determine whether the two groups rated similarly or whether one group tended to rate higher than the other. The average rating assigned by each interviewer is presented in Table 5.

TABLE 5

AVERAGE RATING ASSIGNED BY INTERVIEWERS

		<u>Average Rating</u>
RBH Interviewer	1	7.37
"	2	7.36
"	3	7.22
"	4	7.33
Bu Pers Chief		
Personnelmen	1	7.52
"	2	7.43
"	3	7.50
"	4	7.49

Table 5 indicates that the RBH interviewers consistently assigned ratings slightly lower than the Bu Pers Chief Petty Officer interviewers. From the figures in this table the average rating of each group was computed. For the RBH staff, it was 7.32 while the Bu Pers group assigned an average rating of 7.48. In terms of scale units it would appear as if the results are rather similar. Since any job can theoretically be rated within the range of 1 to 8 when the average ratings are as close as obtained, then it does appear as if the major factor determining the rating is the job duty and the scale is capable of ascertaining the literacy requirements of the job.

As previously mentioned, each interviewer was paired three times with each interviewer of the other team. By computing the average rating assigned by each interviewer each day it is possible to obtain the average scale step difference in ratings between each pairing. Table 6 presents the results.

TABLE 6

AVERAGE DIFFERENCE IN RATING BETWEEN PAIRS

<u>RBH Interviewers</u>	<u>Bu Pers Interviewers</u>				
	1	2	3	4	Average
1	.46	.05	.17	.10	.19
2	.09	.31	.20	.17	.19
3	.36	.22	.18	.27	.26
4	.22	.08	.24	.31	.21
Average	.28	.16	.19	.21	

This table indicates that each interviewer tends to differ in his judgments on the average with the interviewer from the other team by about the same amount. The range is from .16 to .28. Considering that scale steps are in units of 1.00 then it must be noted that not too much variation in ratings is assigned from one interviewer to the next.

Degree of Agreement Between Ratings Assigned to Billets Based Upon Interviews With Chief Petty Officers of Billet Holders and Billet Holders

Do the Chief Petty Officers of billet holders report literacy requirements similar to the billet holders? Data gathered can answer this question in two ways. First, a comparison of ratings assigned by RBH personnel who interviewed both the Chief Petty Officers and the billet holders, and second, a comparison of ratings of Bu Pers Chief Petty Officers who interviewed the billet holders with RBH interviewers who rated the billets based upon interviews with their Chief Petty Officers.

In 61 cases an RBH interviewer interviewed a Chief Petty Officer and previously had rated the billet holder. In 178 cases one of our interviewers had previously interviewed the billet holder, but another of our interviewers obtained a rating from the interviews with the Chief Petty Officers. The comparison of ratings is presented in Table 7.

TABLE 7

COMPARISON OF RATINGS OF BILLETS WHEN INTERVIEW IS HELD WITH CHIEF PETTY OFFICER OF BILLET HOLDER AND BILLET HOLDER

	<u>% of Identical Ratings</u>	<u>% of Rating With 1 Scale Disagreement</u>	<u>% of Ratings - 2 or more</u>
Same RBH Interviewer	72%	21%	7%
Different RBH Interviewer	51%	36%	13%

It is to be expected that a certain variability would occur even if the interviewer technique and the rating scale had maximum and perfect objectivity. This variability would occur unless the Chief Petty Officer of the billet holder and the billet holder were in exact agreement concerning the duties and the literacy demands of such duties of the job. Evidence from the interview indicated that the Chief Petty Officer and the billet holder were not always in complete agreement. In other words, a comparison of ratings obtained by interviewing the billet holder's Chief Petty Officer and the billet holder can be expected to vary because of the interviewer, the interview, the rating scale, and disagreement between the Chief Petty Officer, as to the exact nature of the billet holder's duties. Table 7 indicates that when one of our

interviewers conducted both interviews (Chief Petty Officer and billet holder) in 93% of the cases there was either exact agreement or the disagreement was only 1 scale step. When one of our interviewers interviewed the Chief Petty Officer and a different one interviewed the billet holder then the agreement, according to our arbitrary criterion, drops to 87%.

In the previous analysis, comparisons were made between the ratings assigned by RBH interviewers of billet holders and the RBH interviews of the Chief Petty Officers of the billet holders.

Since the Bu Pers Chief Personnelmen interviewed the billet holders, to complete the picture this section intends to compare these ratings with the ratings assigned by RBH interviews of the Chief Petty Officers of the billet holders.

Table 8 presents the degrees of agreement in the highest single rating between these two groups, namely RBH interviews of Chief Petty Officers of billet holders and the Bu Pers Chief Personnelmen interviews of the billet holders.

TABLE 8

**COMPARISON OF RATINGS ASSIGNED TO BILLETS BY BU PERS CHIEF PERSONNELMEN
AND RATINGS ASSIGNED BY RBH BASED UPON INTERVIEWS
WITH CHIEF PETTY OFFICERS OF BILLET HOLDERS**

<u>Degree of Agreement</u>	<u>%</u>
Exact Agreement	66.3
1° Disagreement	20.6
2° Disagreement	9.5
3° Disagreement or more	4.0

Assuming the arbitrary criterion of not more than one scale step of disagreement, from Table 8 it is seen that 86.9% of the ratings meet this requirement. In other words, RBH interviewers rate the literacy requirements of billets based upon the Chief Petty Officers' reports of the duties rather similarly to another group of interviewers (Bu Pers Chief Personnelmen) who do the ratings based upon interviews with the billet holders.

These results are rather similar to the 93% and 86% obtained in the previous comparisons leading to the conclusion that approximately similar ratings are obtained for a group of billets regardless of whether the Chief Petty Officers or the billet holder is the source and also regardless of who does the interviewing.

Degree of Agreement Between Ratings Assigned Based Upon Job Analysis Schedules and Interviews

As previously mentioned, the rating scale was applied to a sample of 200 job analysis schedules. The fact that a high reliability in ratings occurred indicated that the scale was rather objective. Since the field work applied the scale not to job analysis schedules but to an interview situation, it is necessary to compare the results obtained from the job analysis schedules with those from the interview.

In most psychological research undertakings ideal conditions do not prevail, and this project required procedural modifications that made it extremely difficult to make the necessary exact comparison. For example, while we knew the job titles of the 200 job analysis schedules, we could not request these specific jobs in the field sample or else we would not have obtained the random sample that was necessary in accordance with our prime objective. Further, the job analysis schedules were based upon E2 and E3 jobs afloat and the field study included only two ship types, AD and DDR, that were comparable to ship types in the job analysis schedule series.

In addition, the job analysis schedules did not have the Navy job code classification. Last, but equally important, the job analysis schedules, while comprehensive from the point of view of specific duties, did not have the same frame of reference. Our interviewers were only interested in establishing the literacy requirements of the duties whereas the job analysis schedules were not so pinpointed. In fact, one of the obvious results of this study is the recommendation that the rating scale be appended to the schedules so that a more accurate determination of the literacy requirements of the job can be ascertained. In many instances the educational requirements as noted in the schedules appear to be unsubstantiated.

With the above limitations it is not quite possible to make exact comparisons between the literacy ratings of billets based upon job analysis schedules and those obtained as a result of interviewing the billet holders. Accepting these reservations, data were available on 20 job titles with identical job titles. Interviews were held with 82 billet holders with job titles similar to these 20 job titles.

Appendix II includes the actual data. A summary of this material indicates that based upon our interviews, billet holders may have the same rate, similar or identical job titles but different Navy job codes. There is consistency in our ratings to a greater extent than there is agreement between the job schedule ratings and our interview ratings. It is also obvious that the ratings based upon interviews are consistently higher than those based upon the job analysis schedules. Table 9 summarizes the material presented in Appendix II.

TABLE 9

Job Analysis Schedule Job Title	Rating Assigned	# of Interviews on Job Title	No. of NJC	Range of Rating	Mode
Fire Room Maint. Man	<u>6</u>	4	2	8	<u>8</u>
Lathe Operator	<u>8</u>	2	2	8	<u>8</u>
Bow Hook, Ship's Boat	<u>1</u>	4	2	1 - 7	<u>7*</u>
Compartment Cleaner	<u>5</u>	1	1	8	<u>8</u>
Deck Hand (SA)	<u>1</u>	18	5	7 - 8	<u>8</u>
Pipefitter's Asst.	<u>6</u>	4	4	8	<u>8</u>
Carpenter	<u>8</u>	2	2	8	<u>8</u>
Pantry Boy	<u>7</u>	1	1	8	<u>8</u>
" "	<u>1</u>				
Baker's Helper	<u>1</u>	1	1	8	<u>8</u>
Boat Coxswain	<u>4</u>	10	3	7 - 8	<u>7</u>
Boatswain & Locker Keeper	<u>8</u>	1	1	7	<u>7</u>
Crane Operator	<u>1</u>	1	1	6	<u>6</u>
Leading Seaman (SN)	<u>1</u>	20	6	6 - 8	<u>7 & 8</u>
" "	<u>4</u>				
" "	<u>4</u>				
" "	<u>8</u>				
Deck Hand	<u>1</u>	4			
" "	<u>4</u>				
Mangle Operator	<u>5</u>	2	2	7	<u>7</u>
Laundryman	<u>6</u>				
Laundryman Striker	<u>7</u>				
Incinerator Man	<u>4</u>	1	1	8	<u>8</u>
40mm Maintenance Man	<u>8</u>	2	2	8	<u>8</u>
Magazine Maint. Man	<u>6</u>	2	2	8	<u>8</u>
Side Cleaner	<u>1</u>	1	1	8	<u>8</u>
Torpedo Valve Repairman	<u>6</u>	1	1	8	<u>8</u>
Deck Hand DDR-SN	<u>6</u>	4	1	7 - 8	<u>7</u>

*Bow Hook .0032 has a rating of 1, but the three such jobs with NJC of .0009 each have a rating of 7.

Summary

The evidence available indicates that, within reasonable limits of accuracy (a difference of not more than 1 scale step), RBH interviewers and BuPers Chief Personnelmen tend to agree in assigning ratings based upon the scale proposed. Further, that the rating assigned to a billet holder is rather similar regardless of whether the source is the billet holder or his Chief Petty Officer. The study does not show too close an agreement when ratings based upon job analysis schedules and interviews are compared. The recommendation is that the scale be appended to the present job analysis form and be used in future work of this nature with the training of the analysts extended to include utilization of the scale.

PART 4. BILLET CATALOG

The preceding material has been concerned with the first objective of this study, namely -- to develop a rating scale and determine its applicability to the problem of rating Navy E2 and E3 duties according to literacy requirements. The data indicate that use of the rating scale results in a sufficiently objective rating of the literacy requirements of billets, or combination of assignments.

This section of the report is devoted to the second objective of the study, namely -- the cataloging of billets.

A word is necessary about the systematization based upon the highest single rating. Superficially it would appear as if an attempt is being made to present the highest literacy requirements possible. The rationale for the presentation is simple. The assumption is made that a man must have a minimum skill necessary to perform the duty requiring maximum ability of the billet or else he cannot meet the job requirements. For example, if a man has several duties to perform in fulfilling his occupational assignment and all require no reading, writing, or arithmetic, then his rating would be clearly a "1" on the scale. However, if a single duty requires reading equivalent to a rating of "8" then it should be equally clear that a skill of 8 is necessary for job performance. By the same token, an occupational duty plus several watch duties may not require more than a skill equivalent to a rating of 5; if the general quarters station requires a literacy skill of 8, then the billet, if it is to be performed successfully, must have a man with a skill of 8.

Practically all of the ratings of billets are a result of two independent interviews, one conducted by an RBH interviewer and the other conducted by a Billet Analysis Chief Personnelman. When the ratings assigned were identical there was no problem, but when a difference in ratings occurred, the following procedure was used. Two RBH staff members who had participated in the field study were assigned the task of reconciling the rating differences. This was done by reviewing the reasons stated for the rating. When a difference appeared to be due to interviewing techniques and a duty was listed with a higher rating then it was assumed to be correct. In other words, wherever ratings differed, the two reviewers discussed the situation and arrived at a decision as to the appropriate rating.

In order to see "both the forest and the trees," the material is presented in two parts. The first intends to present the picture as a whole and the second refers to the elements or units involved.

The Distribution of Billet Ratings

A total of 966 billets were rated. This figure included the 864 cases obtained in San Diego and the additional 102 cases at Norfolk and Little Creek, added to have the total sample conform to the sample proposed by the Billet Analysis and Qualifications Section, Research Division, Bureau of Naval Personnel in Washington.

Since the sample was designed to include both ashore and afloat assignments in all seven occupational groups of the Navy rating structure together with the ratings assigned are presented in Table 10.

TABLE 10

LITERACY RATINGS ASSIGNED TO VARIOUS E2 AND E3 RATES

Occupational Group & Rate	AFLOAT Rating of							ASHORE Rating of							Totals
	No.	8	7	6	5	4	1	No.	8	7	6	5	4	1	
SN	193	150	30	9		2	2	106	73	20	12	1			299
SA	120	53	26	29	3	3	6	82	45	20	11	2	3	1	202
FN	62	60	1				1	5	5						67
FA	50	45	3	2				8	7	1					58
AN	31	24	3	1	1	2		79	67	6	5		1		110
AA	12	8	2	1			1	59	31	17	10		1		71
HN	4	4						24	23		1				28
HA	0	0						1	1						1
DN	1	1						11	8	2		1			12
DA	0							5	4	1					5
TN	30	7	19	3		1		9	9						39
TA	3	1	1	1				9	9						12
CN	0							60	49	6	4			1	60
CA	0							2	1		1				2
TOTALS	506	353	85	46	4	8	10	460	332	73	44	4	5	2	966

The primary data reported in Table 10 enables one to compute a wide variety of percentages. For example, one can determine the relative number of billets requiring literacy scale steps of 8, 7, 6, etc. It is possible to compare the literacy requirements afloat and ashore for similar rates. It is further possible to compare the literacy requirements of the various occupational groups among other things. Of course, and this must be emphasized -- these results apply to the 966 billets rated. Since the size of this sample is a small percentage of the total Naval E2 and E3 billets, it is not quite safe to project these figures to the total population. Increasing the size of the sample is both advisable and necessary. The objectives of this study included the development of a scale that would estimate the literacy requirements of a sampling of E2 and E3 duties and demonstrate the practicability of its use through a cataloging of the billets studied classified according to literacy requirements.

Table 11 presents the percentages of scale ratings assigned to the billets studied.

TABLE 11

PERCENTAGES OF SCALE RATINGS ASSIGNED

N=966 billets

<u>Scale Rating</u>	<u>Afloat</u>	<u>Ashore</u>	<u>Combined</u>
8	69.8	72.2	70.9
7	16.8	15.9	16.4
6	9.1	9.6	9.3
5	.8	.9	.8
4	1.6	1.1	1.3
3	0	0	0
2	0	0	0
1	2.0	.4	1.2

From the data in Table 11 it appears that approximately the same degree of literacy is required on both shore and ship assignments and to the extent indicated in the table.

Ratings Assigned Specific Billets

Although most research reports are meaningful to the extent to which the data are combined and summarized, this project requires the reporting of the specific and individual data acquired. It is conceivable that maximum use of this report can be made if the facts can be known about the specific E2 and E3 grades studied. Accordingly, the following series of tables can be considered the core of the study. They are a systematization of the facts collected. They represent a catalog of the billets according to the literacy requirements of the duties. The organization is as follows: Shore Assignments with a scale value of 8, categorized

according to Navy Rate and occupational group. In each of these categories the Navy job code and the job title is included. The next to the last column reports the number of assignments the billet holder has and the last column indicates the number of specific assignments in which the literacy rating occurs. (These are entered according to numbering system presented on Page 40). For example, a billet holder with the NJC of 0009 has the job title of typist. He is stationed ashore and has two assignments in his billet. One is the occupational assignment and the other is an additional duty. Both assignments require a literacy rating of 8. Another billet holder assigned ashore has the NJC of 0009. His job is known as Brig Guard. He also has two assignments, but only his occupational duty requires a literacy rating of 8. His other assignment does not. To further complicate matters it is also possible to have an NJC of 0014 with the title Brig Guard.

Inspection of this catalog reveals immediately that the same NJC often has different job titles and/or different numbers of assignments and/or different degrees of literacy required. This raises certain very important problems. For example, what relationship exists between a man's occupational assignment and his other duties? How does it happen that certain assignments go together? In part, these may be explained by Navy tradition, by geographic location and convenience, by ship size and by factors which may or may not be related to literacy requirements. It is obvious that such combination of duties and assignments must be made with the prime objective of Navy efficiency which is "fighting the ship." The following catalog should, therefore, be viewed as presenting data for much additional study and analysis. It is a condensation of the complete record which is the specific reading, writing, and arithmetic scale rating for each assignment in the billet. These data are presented in Appendix III.

Shore Billets with a Scale Value of 8

Any higher form of reading, writing, and arithmetic.

- Examples: a. Reads instructions in manuals and/or blueprints.
b. Balances receipts with sales and/or handles cash transactions.
c. Records sentences or computations in log.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs*</u>
SN	0009	Typist	2	1, 9
SN	0009	Carpenter	2	1, 5
SN	0009	Jack O'Dust	1	1
SN	0009	Brig Guard	2	1
SN	0012	Causeway Worker	2	5
SN	0012	Trash Truck Driver	3	1
SN	0013	Damage Control -- Wood Worker	2	1, 5
SN	0013	Seaman Guard	1	1
SN	0013	Building Cleaner	3	5
SN	0013	Hat Issue Man	2	1
SN	0014	Seaman Guard (Section)	2	1, 5
SN	0014	Brig Guard	2	1, 5
SN	0014	Typist - Gate	2	1, 5
SN	0014	Typewriter Repair Ass't.	2	1
SN	0014	Carpenter	2	1
SN	0014	Jack O'Dust	1	1
SN	0014	Truck Driver	1	1
SN	0014	Truck Driver	2	1
SN	0014	Truck Driver	1	1
SN	0014	Truck Driver	2	1, 5
SN	0015	Barracks Cleaner	2	1
SN	0015	Clerk -- Laundry Compartment Cleaner	1	1
SN	0015	Telephone Clerk -- Compartment Cleaner	1	1
SN	0015	Hobby Shop Clerk	1	1
SN	0015	Clothing Clerk	2	1
SN	0015	Draft Clerk (O.G.U.)	2	1
SN	0015	Dispursing Clerk Striker	2	1
SN	0015	Dispursing Clerk Striker	2	1
SN	0015	Mail Clerk	2	5
SN	0015	Classification Clerk	2	1
SN	0015	Typist	2	1, 5
SN	0015	Typist	2	1
SN	0015	Location File Clerk	2	1
SN	0015	Grapho-Type Operator	2	1
SN	0015	Transfer Yeoman Ass't.	2	1
SN	0015	Discharge Yeoman, Personnel	2	1
SN	0015	Lucky Bag Clerk	2	1, 5

* These numbers are in code. The billet consists of:

- | | | |
|---------------------------|------------------------------|------------------------------|
| 1 - Occupation assignment | 4 - Cond. 3 | 7 - In-Port Watch |
| 2 - G.Q. | 5 - Other Watch | 8 - Emergency & Misc. Duties |
| 3 - Cond. 2 | 6 - Watch At Sea - Not Cond. | 9 - Any Addtl. Duties |

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0015	Issue Man, Cold Storage	2	1
SN	0015	Ship's Service Driver	2	1
SN	0015	Driver	1	1
SN	0015	Prisoner Chaser	2	5
SN	0016	Cook -- Fry	1	1
SN	0016	Brig Force, Desk Watch	2	1, 5
SN	0017	IBM Operator	1	1
SN	0019	Communication Messenger	2	1
SN	0032	Base Area Inspector	2	1
SN	0032	Heavy Equipment Driver	3	1, 5
SN	0032	Classification Department Clerk	2	1
SN	0032	Mustering Clerk	2	1
SN	0032	Cook Striker	1	1
SN	0032	Maintenance Clerk	2	1
SN	0034	Automotive Upholsterer	2	5
SN	0034	Seaman Guard	1	1
SN	0034	Seaman Guard	1	1
SN	0034	Brig Guard	1	1
SN	0034	Police Petty Officer	1	1
SN	1509	File Clerk	3	1, 5
SN	2609	Typist	2	1
SN	2609	Typist	2	1
SN	2609	Statistician	2	1, 5
SN	2609	Longevity Yeoman	2	1, 5
SN	2609	T.A.D. Yeoman Ass't.	2	1
SN	2609	Leave Yeoman	2	1
SN	2609	Hospital Transfer Clerk	2	1
SN	2659	Accounting Hq. Personnel Man	2	1
SN	2809	Storekeeper (Issue)	2	1
SN	3003	Range Captain Ass't.	1	1
SN	3009	Cook Striker	1	1
SN	3009	Cook Striker (Bread Room)	1	1
SN	3009	Cook Striker (Night Cook)	1	1
SN	3029	Jack O'Dust	1	1
SN	3229	Sport's Writer	1	1
SN	3909	Photographer Striker	2	1, 5
CA	0009	Gas Truck Driver	2	1, 5
SA	0009	Personnel Office Clerk	2	1, 5
SA	0009	Receipt Yeoman Striker	2	1, 5
SA	0009	Brig Office Clerk	1	1
SA	0009	Disbursing Clerk	1	1
SA	0009	Records Clerk -- Garage	2	1, 5
SA	0009	Leave Yeoman Ass't.	2	1, 5
SA	0009	Carpenter	2	1, 5
SA	0009	Carpenter	2	1, 5
SA	0009	Barber (E.M.)	2	5
SA	0009	Boiler Repairman	2	1, 5
SA	0009	Boiler Repairman	2	5
SA	0009	Truck Driver	2	1

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0009	Gardener's Ass't.	2	5
SA	0011	Barber, (E.M.)	2	5
SA	0013	Boat Coxswain	2	1, 5
SA	0013	Radio Man Striker	2	1
SA	0014	Telephone Watch	2	1, 5
SA	0014	Driver	1	1
SA	0014	Driver	2	1
SA	0014	Cook's Ass't.	1	1
SA	0014	Commissary - Cook Striker	1	1
SA	0015	Cook's Striker	2	1, 5
SA	0015	Bake Shop Striker	1	1
SA	0015	Barracks Cleanup	2	5
SA	0015	Athletic Trainer	1	1
SA	0015	Education Office Clerk	2	1
SA	0015	IBM Operator	1	1
SA	0015	Entertainer, Special Services	2	1
SA	0015	Recruit Transfer Yeoman	2	1
SA	0015	Leave Transfer Yeoman	3	1, 5
SA	0015	Location File Clerk	2	1
SA	0015	Legal Typist	1	1
SA	0015	Correspondence Clerk	2	1
SA	0015	G.G.U. Typist	2	1, 5
SA	0015	Shoe Issue Man	2	1, 5
SA	0015	Recruit Issue Man	1	1
SA	0015	Location Clerk Striker	1	1
SA	0015	Storekeeper Striker	2	1
SA	0015	Storekeeper Striker	3	1, 5
SA	0019	Boiler Houseman	1	1
SA	0032	Carpenter	2	1
SA	0032	Supply Recruit Issue	2	1
SA	2609	File Clerk -- Typist	2	1, 5
SA	9009	Building Maintenance	2	1, 5
FN	0009	Ship's Fitter	3	1, 5, 9
FN	0014	Ship's Fitter	2	1, 5
FN	0042	Water King	2	1, 5
FN	5029	Carpenter	2	1, 5
FN	5809	Mechanic Helper	2	1
FA	0009	Shop Carpenter	2	1
FA	0014	Yeoman	2	1, 5
FA	0014	Metalsmith Striker	2	5
FA	0014	Oil King	2	1, 5
FA	0014	Cleaner, Boiler House	2	5
FA	0014	Fireman	1	1
FA	0042	Carpenter	2	1, 5
AN	0009	Operation Office Clerk	2	1
AN	0009	Ordnance Man	3	1
AN	0009	Ordnance Maintenance	2	1
AN	0009	Metalsmith	2	1
AN	0009	Painter -- Aircraft	2	1

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
AN	0009	Line Crewman	2	1
AN	0012	Aviation Mechanic	2	1
AN	0012	Electronic Electrician	2	1
AN	0013	Aviation Electric Ass't.	2	1
AN	0014	Plane Mechanic	2	1
AN	0014	Radio Operator Checker	2	1
AN	0015	Instrument Check Man	2	1
AN	0015	Plane Captain	2	1,5
AN	0015	Radio Line Maintenance	2	1
AN	0015	Inventory Clerk	3	1
AN	0016	Operations Office Clerk	2	1,5
AN	0017	Hydraulic Shop, Spare Parts Clerk	2	1
AN	0017	Carpenter	2	1
AN	0017	Shop Carpenter	2	1
AN	0017	Plane Captain	1	1
AN	0062	Plane Captain	2	1,5
AN	0062	Plane Captain	2	1
AN	0062	Plane Captain	2	1
AN	0062	Metalsmith Striker	2	1
AN	0062	Metalsmith Striker	2	1
AN	0062	Ordnance Worker	2	1
AN	0062	Aviation Mechanic	3	1,5
AN	0062	Aviation Mechanic	2	1
AN	0062	Aviation Mechanic	3	1,5
AN	0062	Aviation Mechanic	3	1,5
AN	0062	Aviation Mechanic Helper	3	1
AN	0062	Aviation Electronics Maintenance	2	1
AN	0062	Aviation Electronics Maintenance	1	1
AN	0062	Engine Check Mechanic	2	1
AN	0062	Engine Build-up Man	2	1
AN	0062	Electrician Striker	2	1
AN	0062	Electronics Man	2	1
AN	0062	Aircraft Ordnance	3	1
AN	0062	Tool Room Keeper	2	1
AN	0062	Storekeeper	2	1
AN	0062	Storekeeper, Striker	2	1
AN	0062	Storekeeper, Striker	2	1
AN	0062	Storekeeper, Striker	2	1
AN	0062	Carpenter	2	1
AN	0062	Storekeeper, Electronics	2	1
AN	2639	Athletic Yeoman	2	1
AN	6482	Plane Captain	3	1,9
AN	6489	Aircraft Maintenance	2	1
AN	6489	Plane Captain	2	1
AN	6689	Tool Room Keeper	2	1
AN	6689	Radar Repairman	2	1
AN	6689	Compartment Cleaner	2	5

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
AN	6709	Air Crewman	2	1
AN	6709	Air Crewman	2	1
AN	6709	Radio Maintenance Man	2	1
AN	6709	Radio Repair Man	2	1
AN	6709	Radio Repair Man	2	1
AN	6709	Communications Clerk	2	1
AN	6809	Aviation Ordnance	3	1
AN	6809	Aviation Ordnance	3	1
AN	7219	Structure Metalsmith	2	1
AN	7219	Structure Metalsmith	2	1
AN	7219	Metalsmith	2	1
AN	7219	Gas Truck Driver	2	1
AN	8009	Aviation Storekeeper	1	1
AN	8009	Aviation Storekeeper	2	1
AN	8009	Aviation Storekeeper	2	1
AA	0009	O.D. Messenger	1	1
AA	0009	Metalsmith	2	1
AA	0009	Aviation Mechanic	2	1
AA	0009	Aviation Mechanic Ass't.	2	1
AA	0009	Operation Line Worker	2	1
AA	0009	Metalworker's Helper	2	1
AA	0009	Truck Driver	2	1
AA	0009	Communication Yeoman	2	1
AA	0009	Radio Maintenance Striker	2	1
AA	0009	Radio Repairman	2	1
AA	0009	Hangar, Clean-Up	2	1
AA	0009	Parachute Issue Clerk	2	1
AA	0009	Personnel Accounting Clerk	2	1
AA	0009	Liberty Yeoman	2	1, 5
AA	0009	Log Yeoman	2	1, 5
AA	0009	Education Yeoman	1	1
AA	0009	Painter	2	1
AA	0009	Painter	3	1
AA	0012	Hobby Shop Keeper	2	1
AA	0014	Second Mechanic	2	1
AA	0014	Mechanic Helper	2	1
AA	0014	Metalsmith Structure	2	1
AA	0014	Carpenter	2	1
AA	0015	Storeroom Keeper	2	1
AA	0019	Truck Driver	2	1
AA	0062	Metalsmith	2	1
AA	0062	Metalsmith	2	1
AA	0062	Tool Room Keeper	2	1
AA	0062	Gas Truck Driver	2	1
AA	6809	Aviation Ordnance Man	2	1
AA	7209	Aviation Electrician Helper	2	1
HN	8402	Medical Examining Clerk	1	1
HN	8402	Health Record Office Clerk	2	5
HN	8402	Hospital Clerk	2	5

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
HN	8402	Stock Clerk	2	1, 5
HN	8402	Ward Attendant	2	1, 5
HN	8402	Ward Attendant	1	1
HN	8402	Ward Attendant	3	1, 5
HN	8402	Ward Attendant	1	1
HN	8402	Ward Attendant	1	1
HN	8402	Haematology Technician	1	1
HN	8402	Psychometrician	2	1, 5
HN	8402	Psychological Testing Technician	1	1
HN	8402	Sterilizer	2	5
HN	8402	Sick Call Corpsman	1	5, 9
HN	8402	Dressing Room Attendant	2	1
HN	8402	Dressing Room Attendant	2	1, 5
HN	8402	Appointment Clerk	2	5
HN	8402	X-ray Technician	1	1
HN	8402	Assignment Clerk	2	1, 5
HN	8404	Aid Man - Tear Gas Chamber	3	1, 5
HN	8433	Neuro-Psychiatric Clerk	2	1, 5
HN	8452	X-ray Technician	1	1
HN	8464	Spectacle Dispenser	2	1, 5
HA	8402	Ward Attendant	2	1, 5
DN	8709	Dental Mail Man	2	1, 5
DN	8709	Issue Clerk	1	1
DN	8709	Issue Clerk	2	1
DN	8709	Dental Record Clerk	2	1
DN	8709	Secretary	3	1, 5, 9
DN	8709	Dental Technician Ass't.	2	1
DN	8709	Dental Surgical Technician	2	1, 9
DN	8709	Dental Surgical Technician	2	5
DA	8709	Dental Technician	3	1
DA	8709	Operative Technician	1	1
DA	8709	Operative Technician	2	1
DA	8709	Operative Technician	2	1
TN	9009	Mess Attendant	2	5
TN	9009	Mess Attendant	2	5
TN	9009	Mess Attendant	2	5
TN	9009	Mess Attendant	2	5
TN	9009	Ward Room Steward	2	5
TN	9009	Ward Room Steward	2	5
TN	9009	Ward Room Steward	2	5
TN	9009	Jack O'Dust	2	1, 5
TF	9022	Ward Room Steward	2	5
TA	0016	Mess Attendant	2	5
TA	0016	Ward Room Steward	2	5
TA	0016	Ward Room Steward	2	5
TA	0016	Scullery & Server	2	5
TA	9009	Ward Room Steward	2	5
TA	9009	Ward Room Steward	2	5

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
TA	9009	Ward Room Steward	2	5
TA	9009	Mess Attendant	2	5
TA	9022	Mess Attendant	2	5
CN	0009	Heavy Equipment Mechanic	2	1
CN	0013	Training and Education Officer	1	1
CN	0014	Auto Mechanic Helper	2	1
CN	0014	Diesel Marine Repair	2	1, 5
CN	0014	Rigger	2	1
CN	0014	Welder	2	1
CN	0014	Carpenter Shop	4	1, 13*
CN	0032	Earth Moving	3	1
CN	0052	Plumber	2	1
CN	0052	Mail and Recreational Orderly	2	1, 5
CN	0052	Weight Handling	3	1, 5
CN	0052	Plumbing Shop	2	1
CN	0052	Duck Driver	2	1, 5
CN	0052	Transportation	2	1, 5
CN	0052	Causeway Worker	4	13
CN	0052	Builder Crew	3	1
CN	0052	Builder Crew	3	1
CN	0052	Builder Crew	3	1
CN	0052	Yard Detail - Paint	4	13
CN	0052	Personnel	2	1
CN	0052	Personnel	2	1
CN	0052	Supply Issue	2	1
CN	2522	Builders Crew	3	1
CN	2612	Causeway Worker	4	13
CN	5509	Causeway Worker	3	13
CN	5609	Causeway Worker	3	13
CN	5709	Operations	3	1
CN	5713	Heavy Equipment	3	1, 5
CN	5758	Weight Handling	3	1
CN	5809	Gas Shop	2	1
CN	5809	Gas Shop	3	1
CN	5809	Spare Parts Keeper	2	1, 5
CN	5809	Heavy Equipment Diesel Mechanic	2	1
CN	5815	Deck Hand on Barges	4	1, 13
CN	5819	Gas Shop	3	1
CN	5909	Carpenter	2	1
CN	5909	Carpenter	2	1
CN	5909	Causeway Worker	3	13

* At Little Creek, the duties of the CN group were specific and yet different from the various watch duties of the other divisions. Accordingly, the following numbers were assigned:

10 - Laundry Watch	14 - Cove and Finger Pier Watch
11 - Saw Mill Security	15 - Head Watch
12 - Fire and Security Watch	16 - TV Watch
13 - Telephone Watch	17 - Boiler Watch

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
CN	5909	Causeway Worker	4	13
CN	5909	Paint Locker	4	1, 13
CN	5909	Barge #1	4	13
CN	5909	Tool Room Issueman	3	1
CN	5909	Builder's Crew	3	1
CN	5909	Operations	1	1
CN	5909	Saw Mill	3	1
CN	6009	Causeway Worker	4	13
CN	6009	Welder, Heavy Equipment	2	1
CN	6109	Kardex File Clerk	2	1
CN	6123	Bus Driver	1	1
CN	6132	Refrigerator Repair Striker	2	1
CA	0014	Machine Shop	2	1

Shore Billets with a Scale Value of 7

Writes only by copying material or reads sentences rather than words as in reading simple and brief written instructions and/or performs simple arithmetic.

- Examples: a. Adds short columns of figures.
b. Reads packing instruction.
c. Reads menu.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0009	Cook Striker	1	1
SN	0009	Painter	2	1, 5
SN	0009	Storekeeper Striker	1	1
SN	0009	Post Office Clerk	2	5
SN	0009	Gym Assistant	1	1
SN	0014	Seaman Guard	1	1
SN	0014	Color Guard	2	1
SN	0014	Personnel Accounting	2	5
SN	0014	File Clerk	2	1
SN	0015	Receiving Clerk	2	1
SN	0015	Receipt Yeoman	2	1
SN	0015	Green House Helper	2	5
SN	0015	Seaman Guard	1	1
SN	0032	Commissary Store Man	2	1
SN	0032	Color Guard	2	1
SN	0032	Color Guard	2	1
SN	3009	Cook Striker	1	1
SN	3009	Cook Striker	1	1
SN	3022	Cook Striker	1	1
SN	3609	Mimeograph Operator	2	1, 5
SA	0009	File Clerk	2	1
SA	0009	Cook Striker	1	1
SA	0009	Cook Striker	1	1
SA	0009	Seaman Guard	1	1
SA	0009	Seaman Guard	1	1
SA	0012	File Clerk, Service Records	2	1, 5
SA	0014	Seaman Guard	1	1
SA	0014	Seaman Guard	1	1
SA	0014	Seaman Guard	1	1
SA	0014	Mix Man -- Bake Shop	1	1
SA	0015	Cook's Striker	1	1
SA	0015	Seaman Guard (Brig)	1	1
SA	0015	Seaman Guard (Brig)	1	1
SA	0015	File Clerk	2	1
SA	0017	Compartment Cleaner	2	1
SA	3009	Cook Striker	1	1

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	3009	Cook Striker	1	1
SA	3009	Cook Striker	1	1
SA	3009	Cook Striker	1	1
SA	0017	Metal Worker Striker	2	1
FA	0014	Color Guard	2	1
AN	0009	Coffee Mess	2	1
AN	0062	Metalsmith Striker	2	1
AN	0062	Aviation Mechanic	2	5
AN	0062	Aviation Helper	3	1
AN	0062	Elevator Operator	3	1, 8
AN	0062	Plane Crewman	1	1
AA	0009	Plane Captain	2	1
AA	0009	Tool Room Keeper	2	1
AA	0009	Tool Room Clerk	2	1
AA	0009	Electrician's Helper	2	1
AA	0009	Hydraulic Mechanics Helper	1	1
AA	0009	Hydraulic Repair Man	2	1
AA	0009	Mechanic's Helper	2	1
AA	0009	Aviation Mechanic's Assistant	2	1
AA	0009	Aviation Mechanic's Assistant	3	1, 9
AA	0009	Engineering Deck Man (Crew)	2	1
AA	0009	Storekeeper Striker	2	1
AA	0009	Office Yeoman	3	1
AA	0009	Typist, Material Office	1	1
AA	0013	Compartment Cleaner	2	1
AA	0014	Second Mechanic	2	1
AA	0014	Aviation Hydraulics	2	1
AA	0062	Beach Maintenance	1	1
DN	8709	Sterilizer	2	1
DN	8709	Prosthetic Technician	2	1, 5
DA	8709	Dental Technician	3	1, 9
CN	0052	Causeway Detail	2	1
CN	5713	Concrete Crew	2	1
CN	5752	Shop Machinist	2	1
CN	5809	Storekeeper, Outside Supply	2	1, 5
CN	5932	Causeway Worker	2	1
CN	6109	Outside Storekeeper	2	1

Shore Billets with a Scale Value of 6

Writes single words or numbers or names (including own signature) and/or counts up to 20.

- Examples: a. Writes dates.
b. Reads and writes rank designations.
c. Records weights.
d. Records numbers or words in log.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0009	Seaman Guard	1	1
SN	0012	Directory Clerk	2	1
SN	0014	Seaman Guard	1	1
SN	0014	Post Office Directory Clerk	2	1
SN	0014	Trash Collector	3	1, 8
SN	0015	Compartment Cleaner	2	1
SN	0015	P. O. Director Clerk	2	1
SN	0015	Color Guard	2	1, 5
SN	0032	Compartment Cleaner	2	1, 5
SN	0032	Seaman Guard	1	1
SN	0032	Rigger	2	5
SN	0034	Seaman Guard	1	1
SA	0009	Compartment Cleaner	2	5
SA	0009	Air Mechanic Striker	2	5
SA	0009	Air Mechanic Striker	2	5
SA	0009	Barracks Cleanup	2	5
SA	0009	Leave Yeoman Assistant	2	1
SA	0012	P. O. Directory Clerk	2	1
SA	0014	Assistant Police P. O.	1	1
SA	0014	Postal Clerk	2	1
SA	0014	Cook Striker	1	1
SA	0016	Color Guard	2	1
SA	0032	Trash Collector	2	5
AN	0009	Captain of the Head	2	1
AN	0012	Line Office Clerk	2	1
AN	0015	Aviation Ordnance Man	2	1, 5
AA	0009	Coffee Mess Boy	2	5
AA	0009	Coffee Mess Boy	2	1, 5
AA	0009	Engineer (unassigned)	1	5
AA	0009	Power Plant Mechanic	2	5
AA	0009	Engine Check Man	2	1, 5
AA	0009	Structural Mechanic Striker	3	1, 5
AA	0009	Third Mechanic	2	1, 5
AA	0009	Head Cleaner	2	5
AA	0015	Compartment Cleaner	2	1, 5
AA	6809	Aviation Ordnance Man	2	1, 5
HN	8402	Examination Clerk	1	1
CN	0032	Paint Shop	3	11
CN	0052	Paint Shop	4	1, 11, 15
CN	5704	Area Master At Arms	4	1, 11, 12
CN	5909	Landscaping	3	1, 11
CP	5909	Paint Shop	2	1, 11

Shore Billets with a Scale Value of 5

Reads simple single words.

- Examples: a. Sorts laundry by name.
b. Reads labels especially of foods, such as flour, salt, sugar.
c. Mixes starch according to prescribed amounts of starch and water.
d. Visual inspection of logs.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0014	Color Guard	2	1, 5
SA	0009	Base Cleanup	3	8
SA	3009	Cook Striker	1	1

Shore Billets with a Scale Value of 4

Reads numbers and/or letters in the alphabet and/or words on controls, machines, or switches.

- Examples: a. Reads any gauge.
b. Reads switches such as slow, medium, fast, marked "S"; "M"; "F".
c. Sorts laundry by number markings.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0009	Base Cleanup	2	5
SA	0009	Gardener's Ass't.	2	5
SA	0014	Trash Truck Detail	2	5
AN	0062	Beach Crew Man	1	1
AA	0014	Aviation Mechanic's Helper	1	1
DN	8709	X-ray Operator	1	1

Shore Billets with a Scale Value of 1

NO reading, writing, or arithmetic is needed on the job.

- Examples:
- a. Loading and unloading materials.
 - b. Painting, chipping, and sanding.
 - c. Cleaning.
 - d. Starting and stopping a machine.

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0009	Ad Com Cleanup	2	1, 5
CN	5929	Cement Worker	2	1, 14

The billet category system is used for the afloat assignments as previously reported for the ashore assignments with one exception. Since it is possible that ship size and type may determine both the number and type of assignments as well as the literacy requirements, the billets are presented for each ship type included. The interviews were conducted on the Prairie, Kenneth Whiting, Tucker, Bayfield and two carriers, namely the F.D.R. and Coral Sea.

Billets with a Scale Value of 8 (Afloat)

Any higher form of reading, writing, and arithmetic.

- Examples: a. Reads instructions in manuals and/or blueprints.
b. Balances receipts with sales and/or handles cash transactions.
c. Records sentences or computations in log.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0009	Deck Hand	6	7
SN	0009	Draftsman Striker	3	1
SN	0009	Pattern Maker	3	1, 7
SN	0009	Carpenter's Helper	4	6, 7
SN	0009	Carpenter	4	1, 7
SN	0009	Baker's Ass't.	2	1
SN	0009	Ships Service Operator	4	1
SN	0009	Ordnance Repair	7	1, 2, 3, 4, 7
SN	0009	Boat Coxswain	6	1
SN	0009	Boat Coxswain	6	1
SN	0011	Head Cleaner	5	7
SN	0012	Fire Control Striker	5	1, 7
SN	0012	Director Maintenance Man	6	7
SN	0012	Compartment Cleaner	5	7
SN	0013	Carpenter	5	1, 2, 6, 7
SN	0013	Incinerator Man	6	7
SN	0014	Torpedo Repair Man	7	1, 7
SN	0014	Torpedo Repair Man	7	1, 7
SN	0014	5" Maintenance Man	8	1, 2, 3
SN	0014	40mm Maintenance Man	5	1, 2, 6
SN	0014	Fire Control Technician	5	1, 7
SN	0014	GSK Storekeeper Striker	4	1
SN	0015	Signal Man	7	1, 2, 3, 4, 6, 7
SN	0015	Signal Man	6	1, 2, 4, 6, 7
SN	0015	Radar Operator	5	1, 2, 3, 4, 7
SN	0015	Radar Operator	7	1, 2, 3, 4, 6, 7, 8
SN	0015	20mm Repair Man	6	1, 2, 5, 8
SN	0015	20mm Repair Man	5	1, 2
SN	0015	Gunnerys Mate	7	1, 6, 7
SN	0015	Torpedo Man	4	1, 7
SN	0015	1st Lt. Office Yeoman	5	1
SN	0015	Yeoman, Chaplain	7	1

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0015	Storekeeper Striker	3	1
SN	0015	Logroom Yeoman	3	1
SN	0015	Provisions Storekeeper	4	1, 2
SN	0015	GSK Storekeeper	5	1
SN	0015	Spare Parts Storekeeper	5	1
SN	0015	Electrical Parts Storekeeper	4	1
SN	0015	Ship Service Storekeeper	2	1
SN	0017	Printers Striker	6	1, 2, 3, 4
SN	0032	Boat Coxswain (Gig)	4	1
SN	0032	Radio Man	6	1, 6, 7
SN	0032	Paint Locker Keeper	5	1, 2, 3, 4
SN	0032	Jack O'Dust -- Messenger	7	1, 2, 3, 4, 7, 8
SN	0032	Gear Locker	6	7
SN	0032	Deckhand	8	7
SN	0032	Deckhand	7	7
SN	0032	Deckhand	8	9
SN	0032	Gunners Mate Striker	6	1, 2, 3
SN	0032	Gunnery Maintenance Man	7	1
SN	0032	Gunnery Maintenance Man	6	1, 7
SN	0032	40mm Maintenance Man	5	1
SN	0032	20mm Maintenance Man	5	1, 2, 7
SN	0032	Fire Control Technician	5	1, 6, 7
SN	0032	Torpedo Repair Man	4	1, 6
SN	0032	Boat Coxswain	7	1, 7
SN	0032	Boat Coxswain	6	1, 2, 3, 4, 7, 8
SN	0032	Metal Smith Striker	2	1
SN	0042	Side Cleaner	6	5
SN	0102	Boat Coxswain	7	1, 7
SN	0109	Jack O'Dust	3	1
SN	0109	Mess Cook	5	1
SN	0109	Deck Hand	6	7
SN	0109	Deck Hand	6	1
SN	0109	Deck Hand	6	7
SN	0109	Deck Hand	8	1, 2, 3, 4, 6, 7
SN	0109	O.D. Messenger	5	1, 2, 4, 6, 7
SN	0109	20mm Maintenance Man	6	1, 2, 7
SN	0109	Head Cleaner	7	7
SN	0209	QM Striker	7	1, 6, 7
SN	0209	Signalman	7	1, 6, 7
SN	0239	QM Striker	6	1, 2, 6, 7
SN	0309	QM Striker	7	1, 2, 3, 4, 6, 7
SN	0309	Radar Man Striker	6	1, 2, 3, 4, 6, 7
SN	0709	Torpedo Man	4	1, 7
SN	0709	Torpedo Spare Parts Storekeeper	4	1, 7
SN	0709	After Body Repair Torpedo	5	1, 2, 6, 7, 8
SN	0709	Torpedo Man, Final Test	6	1, 7
SN	0709	Torpedo Man, Midsection Repair	5	7
SN	0709	Torpedo Valve Repair Man	7	1, 6, 7
SN	0809	Magazine Man	7	2, 7

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0832	Ordnance Repair	1	1
SN	0915	Deck Force	6	1, 7
SN	1029	Fire Control Striker	5	1, 6
SN	1029	Fire Control Striker	6	1
SN	1032	Cook Striker	4	1
SN	1509	Electronics Repair Ass't.	5	1, 2, 6, 7
SN	1509	Mess Cook	4	6
SN	1509	Electronics Repair Ass't.	4	1, 2, 4, 7
SN	1509	Electronics Repair Ass't.	3	1, 2
SN	1509	Electronics Maintenance	6	1, 2, 3, 4, 7
SN	1509	Radar Repair	4	1, 2, 6, 7
SN	1909	Optical Repairman	5	1, 3, 6, 7
SN	2209	Teleman Striker	5	1, 7
SN	2209	Teletype Operator	4	1, 2, 6, 7
SN	2305	Radio Telegrapher	7	1, 5, 6, 7
SN	2309	Printer Striker	6	1, 6
SN	2319	Teletype Repairman	7	1, 2, 3, 4, 6, 7
SN	2509	Master at Arms Yeoman	3	1
SN	2509	Ship's Officer Yeoman	2	1
SN	2509	Mail Room Yeoman	4	1, 2
SN	2509	Discharge & Enlistment Yeoman	4	1, 2
SN	2659	Personnel Man, Training Officer	5	1
SN	2809	Ships Tailor	5	1
SN	2809	Clothing and Small Stores	5	1
SN	2809	Storekeeper Striker - Issues	4	1
SN	2809	GSK Storekeeper	5	1
SN	2809	Ships Storekeeper	4	1, 7
SN	2809	Storeroom Storekeeper	6	1
SN	2809	Issue Storekeeper	5	1
SN	2809	Supply Office Clerk	3	1
SN	2809	Paint and Oil Issue	4	1
SN	2809	Paint and Oil Issue	4	1
SN	2809	Electronics Storekeeper	3	1
SN	2909	Disbursing Clerk	6	1
SN	3009	Cook Striker	4	1, 2, 3, 4
SN	3009	Baker	5	1
SN	3009	Magazine Keeper	5	7
SN	3029	Cook Striker	2	1
SN	3029	Cook Striker, Vegetable Man	2	1
SN	3029	Bakers Helper	2	1
SN	3029	Cook Striker, Cold Storage	2	1
SN	3029	Butcher Striker	4	1
SN	3029	Cook, Baker	4	1, 2, 3, 4
SN	3049	Cook	5	2
SN	3109	Barber Striker	6	1, 7
SN	3129	Barber	5	1
SN	3159	Deckhand	6	1
SN	3509	Printer Striker	7	1, 2, 3, 4, 6
SN	3509	Printer Striker	7	1, 6, 7

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	3609	Lithographer	2	1
SA	0009	Deckhand	7	6, 7
SA	0009	Deckhand	7	7
SA	0009	Deckhand	7	7
SA	0009	Deckhand	6	2, 6, 7
SA	0009	Deckhand	5	7
SA	0009	Deckhand	5	7
SA	0009	Deckhand	5	7
SA	0009	Deckhand	8	7
SA	0009	Deckhand	5	7
SA	0009	Deckhand	5	6
SA	0009	Deckhand	7	7
SA	0009	Deckhand	6	7
SA	0009	Motor Launch Coxswain	4	1
SA	0009	Laundry Man	5	1
SA	0009	Paint Locker	4	1
SA	0009	Gunners Maintenance Man	6	7
SA	0009	Ordinance Storeroom Keeper	6	1
SA	0009	Mess Cook	8	1
SA	0012	Electronics Storekeeper Striker	4	1
SA	0013	Deckhand	8	7
SA	0014	Deckhand	6	7
SA	0014	Officer's Country Deck Hand	6	5, 7
SA	0015	Deckhand	8	1, 5, 7
SA	0015	Fire Control Striker	4	1, 6, 7
SA	0015	Supply Office Clerk	4	1
SA	0032	Passageway Cleaner	6	2, 4, 7
SA	0032	Side Cleaner	7	7
SA	0032	Compartment Cleaner	7	6, 7
SA	0032	Crane Operator	7	6
SA	0032	Typewriter Repair	5	1
SA	2312	Heading Breakdown	6	1, 4, 6, 7
SA	2809	Storekeeper Tender Spares	4	1
SA	2809	Main GSK Storekeeper Striker	4	1
SA	2809	Requisition File Clerk	5	1
SA	2909	Disbursing Clerk Striker	4	1
SA	2909	Kardex Keeper	5	1
SA	3009	Cook Striker	3	1
SA	3009	Cook Striker	4	1
SA	3509	Printer	2	1
SA	3609	Lithographer	4	1, 2
FN	0009	Machinist Mate Striker	4	1, 6
FN	0009	Machinist Mate Striker	6	1, 2, 3, 4, 6, 7
FN	0009	Control Man	5	1
FN	0009	Boiler Tender Striker	6	1, 2, 4, 6, 7
FN	0009	Ship's Driver	5	1
FN	0009	Pipefitter	4	1, 8
FN	0013	Evaporator Assistant	7	1, 4, 6, 7
FN	0014	Precision Grinder	6	1, 6, 7

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
FN	0014	Pipefitter's Ass't.	6	1
FN	0014	Ship Fitter	5	1
FN	0014	Ship Fitter	6	1, 7
FN	0014	Boiler Tender Striker	6	7
FN	0014	Carpenter	5	1
FN	0014	Machinist Mate Striker	6	1, 4, 7
FN	0014	Lathe Operator, Vertical Turret	6	1, 6, 7
FN	0014	Machinist Mate Striker	5	1, 6, 7
FN	0014	Engineroom Maintenance Ass't.	5	1, 4, 6, 7
FN	0014	Boiler Tender Ass't.	6	1, 3, 6, 7
FN	0014	Compartment Cleaner	6	1, 3, 6, 7
FN	0014	Machine Shop Apprentice	3	1
FN	0014	Electrician Maintenance Striker	5	1, 7
FN	0014	Interior Communications Man	5	1, 4
FN	0015	Ship Fitter's Ass't.	6	1, 6
FN	0032	Pipefitter's Ass't.	5	1, 6, 7
FN	0042	Outside Repairman	6	6, 7
FN	0042	Evaporator Room Man	5	1, 2, 6, 7
FN	0042	Metalsmith Striker	3	1, 7
FN	0042	Damage Control Man	7	1, 2
FN	0042	Boiler Tender	5	1, 2, 3, 4, 7
FN	0042	Electrical Repairman	3	1
FN	0042	Machinery Maintenance	8	2, 3, 4, 5, 6, 7
FN	3232	Machinery Maintenance	6	1, 7
FN	4221	Storekeeper Machine Shop	5	1, 6, 7
FN	4232	Evaporator Man	5	1, 6, 7
FN	4409	Valve Repairman	6	1, 6, 7
FN	4409	Boring Mill Operator	6	1, 6, 7
FN	4409	Grinder, Machine Shop	6	1, 6, 7
FN	4409	Machine Repairman	6	1, 6, 7
FN	4409	Lathe Operator	3	1, 7
FN	4409	Lathe Operator	7	1, 2, 3, 4, 8
FN	4409	Lathe Operator	5	1, 6, 7
FN	4409	Engraver Operator	6	1, 4, 6, 7
FN	4639	Electrical Maintenance Man	5	1, 6, 7
FN	4689	Electrical Repair Shop	5	1
FN	4709	Inter-com Electrical Striker	6	1
FN	4709	Inter-com Electrical Striker	6	1
FN	4819	Pipefitter's Ass't.	4	1
FN	4819	Sheet Metal Ass't.	5	2, 6, 7
FN	4819	Metal Worker Ass't.	5	1, 6, 7
FN	4849	Welder	5	6, 7
FN	4919	Pipefitter's Ass't.	7	1, 2, 3, 4
FN	5009	Damage Control Maintenance Man	5	1, 2, 7
FN	5009	Carpenter	5	1, 6, 7
FN	5029	Carpenter	2	1, 5
FN	5209	Molder	3	1, 7
FN	5219	Molder	3	7
FN	5219	Molder	5	1, 6, 7

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
FA	0009	Fireroom Maintenance Man	6	4, 7
FA	0009	Fireroom Maintenance Man	6	1, 6, 7
FA	0009	Fireroom Maintenance Ass't.	7	1, 6, 7
FA	0009	Machinery Maintenance Man	5	7
FA	0009	Power Electrician's Ass't.	6	1, 4, 6, 7
FA	0009	Electrician	6	1, 2, 4, 6, 7
FA	0009	Pipefitter Ass't.	5	1
FA	0009	Lathe Operator	3	1
FA	0009	Evaporator Maintenance Man Ass't.	6	1, 6, 7
FA	0009	Evaporator Maintenance Man Ass't.	7	1, 2, 3, 4, 6, 7
FA	0013	Electrician's Striker	7	1, 4, 7
FA	0013	Boat Electrician Striker	7	1, 6, 7
FA	0013	Power Electrician's Ass't.	7	1, 7
FA	0013	Electrician Storekeeper	8	1, 6, 7
FA	0014	Boat Shop	6	1, 4, 6, 7
FA	0014	Pump Maintenance Repair	5	1, 6, 7
FA	0014	Engineroom Maintenance Ass't.	5	6, 7
FA	0014	Engineroom Maintenance Ass't.	7	1, 6, 7
FA	0014	Pipefitter Maintenance Ass't.	7	1, 7
FA	0014	Sheet Metalsmith Worker	5	1, 7
FA	0014	Boiler Maintenance Ass't.	9	4
FA	0014	Power Electrician's Ass't.	6	1, 2, 3, 6, 7
FA	0014	Steam Equipment Maintenance Man	6	1
FA	0014	Machine Repairman	5	1
FA	0014	Machine Repairman	6	1
FA	0019	Lathe Operator	5	1, 6, 7
FA	0032	Boiler Maintenance	4	1, 6, 7
FA	0042	Evaporator Maintenance Man	8	1, 4, 6, 7
FA	0042	Fireroom Maintenance Man	6	1, 3, 4, 6, 7
FA	0042	Fireroom Maintenance Ass't.	6	1, 4, 6, 7
FA	0042	Diesel Engine Repair Ass't.	7	1
FA	4309	Boat Engineer	6	1, 7
FA	4309	Boat Engineer	5	1, 7
FA	4409	Machine Repairman	3	1, 2
FA	4409	Milling Machine Operator	4	1
FA	4689	Boat & Battery Electrician	5	6, 7
FA	4689	Boat & Battery Electrician	6	1, 6, 7
FA	4689	Electrician's Mate	6	6, 7
FA	4809	Auxiliary Maintenance Man	6	1
FA	4809	Shipfitter's Ass't.	4	1
FA	4809	Shipfitter's Ass't.	5	1
FA	4909	Pipefitter's Striker	5	1, 6
FA	4909	Pipefitter's Helper	2	1
FA	4919	Pipefitter's Helper	2	1
HN	8402	Sick Bay Attendant	3	1, 4
HN	8402	Sick Bay Attendant	7	1, 2, 3, 6, 7
HN	8402	Clerical Corpsman	7	1, 2, 3, 6, 7, 8
DN	8709	Dental Ass't.	5	1
TN	9002	Pantry Boy	3	1
TN	9009	Ward Room Attendant	7	7

KENNETH WHITING

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
AN	0009	Aviation Electrician Striker	7	1, 7
AN	0062	Pump Room Man	5	1, 6, 7
AN	7249	Tool Room Clerk	5	1
AA	0062	Metal Smith Striker	2	1
AA	7009	Boat Crew	7	1
AA	7009	Aviation Boat Striker	3	1

TUCKER

SN	0009	Deck Force	7	1, 5
SN	0009	5"/38 Maintenance Ass't.	6	1, 6
SN	0009	5" Maintenance Man	5	1, 2
SN	0012	Side Cleaner	5	4, 6
SN	0019	Electronics Technician Striker	4	1
SA	0009	40mm Maintenance Ass't.	6	2
SA	0009	5" Maintenance Ass't.	4	1
SA	0016	Cook Striker	4	1
SA	0016	Passageway Cleaner	8	1
SA	0017	Depth Charge Maintenance Man	7	7
TN	9009	Ward Room Mess Attendant	3	1
TA	0016	Compartment Cleaner	5	1, 7

BAYFIELD

SN	0009	Deckhand	5	1
SN	0012	Gunnery Mate Striker	3	1
SN	0014	Boat Coxswain	5	1
SN	0016	Laundryman Ship's Service	5	1, 8
SN	0032	Deckhand	8	1, 2, 5
SN	0032	Deckhand	7	7
SN	0032	Deckhand	7	2, 3
SN	0032	Boatswain's Mate Striker (Leading Seaman)	8	1, 2, 3
SN	0032	Boat Coxswain	5	1, 5, 7
SN	2319	Radio Operator	7	1, 2, 3, 4, 6, 7
SN	2509	Yeoman	5	1, 3, 7, 8
SN	2522	Ship's Office Clerk	4	1, 5, 7
SN	2802	Spare Parts Keeper	4	1
SN	2809	Cook Striker	3	1
SA	0009	Incinerator Man	8	6
SA	0009	Jack O'Dust	1	1
SA	0009	Deckhand	7	5
SA	0009	Hospital Man Striker	2	1, 2, 3, 4, 5, 7
SA	0009	QM Striker	6	1, 4, 6, 7
SA	0012	Electronics Technician Striker	7	1, 2, 3, 5, 6, 7
SA	0012	Radar Operator	6	1, 3, 4, 7
SA	0015	Librarian Striker, Personnel	5	1, 5, 7

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
FN	4512	Boiler Man	6	1, 2, 4, 5, 7
FN	4637	Electrician	7	1, 3, 5, 7
FN	5019	Carpenter Ass't.	7	1, 2, 6, 7, 8
FA	4309	Engine Room Man	8	1, 7
HN	8402	Dressing Station	6	1, 7

CARRIERS

AN	0009	Plane Handler	8	7
AN	0012	Plane Pusher	6	5
AN	0012	Crash Crewman	5	7
AN	0014	Tail Bomber	7	7
AN	0014	Repair Party -- Flight Deck	7	1, 2, 3, 4
AN	0014	Mobile Repairman	7	1, 5
AN	0014	Plane Handler	5	7
AN	0014	Plane Handler	7	7
AN	0014	Plane Handler	7	7
AN	0015	Recorder for Arresting Gear	5	1
AN	0015	Plane Handler	5	7
AN	0062	Flight Deck Crewman	5	1
AN	0062	Crash Crewman	6	5
AN	0062	Hot Suit Man	4	9
AN	0062	Aviation Boatswain Striker	5	7
AN	0062	Tractor Driver	3	1, 2
AN	0062	Tractor Driver	8	7
AN	6429	Aviation Boatswain Striker	5	7
AN	6709	Engineering -- Check Man	7	1
AN	6809	Aviation Ordnance Man	6	1, 7
AN	6809	Issueman in Tool Room	6	1, 2, 7, 8
AA	0009	Ordnance Man	4	7
AA	0013	Issue -- Gear Locker	6	7
AA	0014	Plane Starter	6	2, 7
AA	0015	Plane Handler	6	7
AA	0302	Metalsmith	3	1
TN	9009	Steward Man	5	6, 7
TN	9009	Jack O'Dust	3	1
TN	9009	Cook	3	1
TN	9022	Stewards Man	5	1

Billets with a Scale Value of 7 (Afloat)

Writes only by copying material or reads sentences rather than words as in reading simple and brief written instructions and/or performs simple arithmetic.

- Examples: a. Adds short columns of figures.
b. Reads packing instructions.
c. Reads menu.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0009	Deckhand	7	7
SN	0009	Compartment Cleaner	5	1, 2, 7
SN	0009	Mess Cook	4	1
SN	0009	Boat Coxswain	4	1
SN	0015	Cobbler	2	1
SN	0016	Deckhand	8	1
SN	0017	Compartment Cleaner	5	7
SN	0032	Boat Coxswain	7	1, 7, 8
SN	0032	Boat Coxswain	5	1
SN	0032	Boat Coxswain	5	1
SN	0032	Boat Coxswain	7	1, 7
SN	0032	Motor Launch Coxswain	4	1
SN	0032	Boat Coxswain	6	1, 7, 8
SN	0032	Boatswain Locker Keeper	4	1, 2, 7
SN	0032	Sail Maker Striker	2	1
SN	0032	Deckhand	7	1, 7
SN	0032	Deckhand	6	1, 2, 4, 7, 8
SN	0032	Deckhand	5	1
SN	0032	Deckhand	8	5
SN	0032	Deckhand	6	1
SN	0104	Boatswain Storekeeper	7	1, 7, 8
SN	0109	Cook	3	1
SN	0109	Deckhand	6	2, 7
SN	0109	Motor Launch Coxswain	7	1, 6, 7, 8
3N	3129	Laundryman	2	1
SN	3159	Laundryman	2	1
SA	0009	Deckhand	6	1
SA	0009	Deckhand	5	7
SA	0009	Deckhand	3	1
SA	0009	Deckhand	5	1, 2, 7
SA	0009	Laundryman	6	1, 9
SA	0009	Laundryman	3	1
SA	0009	Laundryman	2	1
SA	0009	Bow Hook Man	5	1, 2, 6, 7
SA	0009	Bow Hook Man	5	1, 6
SA	0009	Bow Hook Man	6	1, 2, 3, 7, 8
SA	0009	Mess Cook	3	2
SA	0014	Boat Launch Coxswain	7	1, 2, 3, 4, 6, 7, 8

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0109	Deck Hand	7	1
SA	0709	Air Flash Torpedo Repair		
		Ass't.	4	1
SA	0709	Air Flash Torpedo Repair		
		Ass't.	5	1, 3
SA	0709	Torpedo After Body Repair		
		Ass't.	5	1
FN	0014	Engineroom Maintenance Ass't.	6	4, 6, 7, 8
FA	0009	Mess Cook	7	1, 2, 3, 4, 6, 7, 8
FA	0014	Compartment Cleaner	2	1
FA	0015	Boat Engineer	8	1, 7
TN	9009	Ward Room Steward	5	1
TN	9012	Compartment Cleaner	5	1

KENNETH WHITING

AN	0014	Plane Gas Crew	5	1
AA	0062	Deckhand	4	1

TUCKER

SN	0009	Boatswain Locker Keeper	4	1, 7
SN	0009	Boatswain's Mate Striker	8	1, 4
SN	0009	20mm Maintenance Ass't.	7	1, 2, 4
SN	0014	Compartment Cleaner	4	2
SA	0009	Deckhand	5	7
SA	0009	Deckhand	3	7
SA	0009	Deckhand	6	7
SA	0009	5" Maintenance Ass't.	5	7
SA	0009	5" Maintenance Ass't.	6	2
SA	0009	40mm Gunnery Maintenance	4	7
SA	0009	Mess Cook	3	1
SA	0012	Deckhand	6	7
TN	0016	Officer's Country Cleaner	4	1
TN	9009	Steward's Mate	7	1

BAYFIELD

SA	0009	Deckhand	7	1, 2, 3
SA	0032	Deck Force	3	2, 3

CARRIERS

AN	0012	Log Book & Supply Records	5	1, 2
AN	0014	Flight Quarters	5	6, 7
AA	0009	Flight Quarters	5	1, 2
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1, 2, 8
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1
TN	9009	Steward's Man	5	1
TN	9009	Scullery Man	3	1, 8
TN	9022	Steward's Man	5	1, 6, 7
TN	9022	Steward's Man	7	1
TN	9022	Steward's Man	5	1
TN	9022	Steward's Man	5	1
TA	9009	Steward's Man	6	1

Billets with a Scale Value of 6 (Afloat)

Writes single words or numbers or names (including own signature) and/or counts up 20.

- Examples:
- a. Writes dates.
 - b. Reads and writes rank designations.
 - c. Records weights.
 - d. Records numbers or words in log.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0009	Mess Cook	3	2
SN	0014	Deckhand	4	1, 2, 6
SN	0014	Crane Operator	6	1, 6
SN	0017	Gunnery Mate Striker	6	1, 7
SN	0032	Bow Hook Man	6	1, 7
SN	0032	Deckhand	7	6
SN	0032	Deckhand	6	1, 4
SN	0032	Crane Operator	4	2, 6
SN	2809	Deck Hand	5	6
SA	0009	Deckhand	3	6
SA	0009	Deckhand	3	1
SA	0009	Deckhand	6	1, 5
SA	0009	Deckhand	7	6
SA	0009	Laundry Man	3	1
SA	0009	Laundry Man	3	1
SA	0009	Torpedo Man Striker	3	1
SA	0009	Mess Cook	3	2
SA	0009	Mess Cook	3	1, 8
SA	0009	Passage Way Cleaner	7	5
SA	0014	Side Cleaner	5	7
SA	0015	Deckhand	7	1, 5, 6, 8
SA	0015	Deckhand	6	1, 5
SA	0015	Compartment Cleaner	5	1, 7
SA	0015	Mess Cook	3	1
SA	0015	Log Room Yeoman Striker	4	1
SA	0032	Deckhand	5	1, 7
SA	0032	Metal Worker	4	1
SA	0109	Deck Hand	7	7
SA	2809	Compartment Cleaner	3	1
FA	0009	Outside Machine Repairman	3	8
FA	0042	Engine Room Maintenance	4	2, 7

TUCKER

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0009	Deckhand	1	1
SA	0009	Deckhand	2	1
SA	0009	Gunnery Maintenance Ass't.	1	1
SA	0009	Gunnery Maintenance Ass't.	6	1, 7
SA	0009	20mm Maintenance Ass't.	8	1, 7
SA	0009	QM Striker	3	1
SA	0009	Mess Cook	3	1
SA	0012	Laundryman	3	1

BAYFIELD

SA	0009	Mess Cook	6	1, 6
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KENNETH WHITING

AA	0062	Deckhand	2	1
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CARRIERS

AN	6429	Plane Handler	5	1, 2
TN	9012	Steward Man	5	1
TN	9022	Steward Man	5	1, 6, 7
TN	9C22	Steward Man	5	1, 6, 7
TA	0009	Steward Mate	5	1

Billets with a Scale Value of 5 (Afloat)

Reads simple single words.

- Examples:
- a. Sorts laundry by name.
 - b. Reads labels especially of foods, such as flour, salt, sugar.
 - c. Mixes starch according to prescribed amounts of starch and water.
 - d. Visual inspection of logs.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SA	0009	Deckhand	7	6

TUCKER

SA	0009	Mess Cook	4	1
SA	0009	Mess Cook	3	1

KENNETH WHITING

AN	0062	Compartment Cleaner	5	1, 8
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Billets with a Scale Value of 4 (Afloat)

Reads numbers and/or letters in the alphabet and/or words on controls, machines or switches.

- Examples: a. Reads any gauge.
b. Reads switches such as slow, medium, fast, marked "S"; "M"; "F".
c. Sorts laundry by number markings.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0032	Deckhand	6	2, 3
SN	0032	Stern Hook	4	1, 2, 3, 4
SA	0014	Deckhand	7	1, 8

BAYFIELD

SA	0032	Mess Cook	4	1
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CARRIERS

AN	0062	Catapult Crew	7	6, 7
AN	0062	Elevator Operator	5	1, 2, 6, 7, 8
TN	9019	Stewardman	2	2, 8

Billets with a Scale Value of 1 (Afloat)

NO reading, writing, or arithmetic is needed on the job.

- Examples
- a. Loading and unloading materials.
 - b. Painting, chipping, and sanding.
 - c. Cleaning.
 - d. Starting and stopping a machine.

PRAIRIE

<u>Occupational Group & Rate</u>	<u>NJC</u>	<u>Title</u>	<u>No. of Assignments</u>	<u>Assignments in Which Scale Value Occurs</u>
SN	0032	Bow Hook Man	5	1, 2, 4, 6, 8
SA	0009	Incinerator Man	5	1, 2, 4, 6, 7
SA	0009	Incinerator Man	3	1, 2, 7
SA	0009	Boat Deck Hand	5	1, 2, 3, 4, 6
SA	0015	Deck Hand	7	1, 2, 3, 5, 6, 7, 8
SA	0019	Deck Hand	6	1, 2, 3, 4, 6, 7
SA	3159	Deck Hand	2	1, 2
FN	5209	Mess Cook	3	1, 2, 8

TUCKER

SN	0009	Compartment Cleaner	4	1, 2, 7, 8
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CARRIERS

AA	5753	Flight Deck -- Chock Puller	5	1, 2, 6, 7, 8
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Summary

The direct application of the literacy rating scale results in a catalog of Navy E2 and E3 grades. It indicates the degrees of literacy required to perform the duties in the various Navy billets sampled. An examination of the Navy job codes assigned the men indicates that men with the same NJC will have different numbers of assignments, different duties, and require different degrees of literacy skills to perform their various assignments which collectively are known as billets. Despite all of these variabilities, the listing of the billets enables one to identify the specific ratings assigned as the literacy requirement.

PART 5: DISCUSSION AND RECOMMENDATIONS

The results of this study lead to certain impressions and recommendations. Such qualitative comments are included in this separate section. They stem from the quantitative results as well as problems suggested as a result of the analysis of the data. These comments are confined to: modification of the job analysis schedule form; application of scale to rates higher than E2 and E3; need for scale step modification; the task of combining assignments into a billet; and, the degree of literacy required to perform Navy billets.

While it is possible to determine the literacy requirements necessary to perform certain jobs from the job analysis schedules, it is clear that a modification in the form is desirable. A disagreement exists between the educational demands of a job as culled from the job duties and the statement of minimum schooling required. The section on qualifications (Section F of job analysis schedule) appears to be judgmental and subjective. Very often a statement under the part "civilian schools and courses - minimum" would list "completion of elementary school" or "mechanical courses in vocational school" and no evidence would be offered to support the judgment. Further, the listing of duties would in no way support the stated educational requirement. It does appear as if the inclusion of this scale as a supplement to the job analysis schedule would make for greater objectivity in stating the literacy requirements for a job. This would be particularly applicable to the E2 and E3 rates studied and is also likely to be generally applicable.

Application of Scale to Rates Higher than E2 and E3:

This scale was applied to the lowest Navy rates but it is plausible to assume that literacy requirements vary among the higher rates. Accordingly, it would be appropriate to study billets beyond the E2 and E3 level. Such a study would allow for the more accurate awareness of the literacy levels needed for various of the higher pay rates and when integrated with the present study would shed light on the problem of the relationship between present job and potential advancement.

Billets ashore tend to have about half as many assignments as billets afloat. Not all of these assignments have the same literacy requirements. Whatever the previous system of assigning duties has been, it does appear advisable to consider the possibility of considering literacy demands. This does not mean that such combination of duties should only be made in this manner. It obviously is impossible. It merely means that such consideration should be given whenever feasible.

Degree of Literacy to Perform Navy Billets:

It is important to establish those Navy billets both ashore and afloat that can be performed by sub-literates. After this has been done according to installation on shore and ship type, it then would be possible to

state the numbers of sub-literates that could be used without impairing Navy efficiency. Need exists to check these results in light of the present findings and on a larger sample before such a recommendation can be made.

PART 6. CONCLUSIONS

1. The rating scale developed was found to have a reliability coefficient of $+0.80$ when independent raters determined the literacy requirements of E2 and E3 billets from job analysis schedules.
2. The technique developed was modified so that data could be gathered by interviewing billet holders and the experimental design devised indicated the adequacy of the rating instrument.
3. A catalog of E2 and E3 billets according to literacy requirements was presented. It determined that men with the same Navy job codes had different job titles, number of assignments within the billet and literacy demands. This catalog allows for the identification of those billets requiring different levels of literacy. Such billets should be further studied.
4. This study demonstrated that it is possible to determine the degrees of literacy required to perform various duties in E2 and E3 billets.
5. The rating scale developed included step 8 as illustrative of literacy, step 7 as roughly a marginal category and steps 6 through 1 as varying in degrees of sub-literacy.

PART 7: APPENDIX I

Summary Review of Literature Concerning Utilization and Training of Illiterates

The term "illiterate" may be variously defined. An illiterate may be:

1. An adult who is recognized by his family as being unable to read or write (54). This definition, used in the United States Census, does not specify what ability to read and write is; thus, a person might be classed as literate if he can only read and write his own name.
2. An adult who fails a test of literacy, such as the literacy tests (Army Information Sheet or Minimum Literacy Tests) used in the Army (26) and by other government agencies. Some tests, such as the Army General Classification Test, have been interpreted and used as literacy tests, even though this is not strictly defensible. Inability to get a good score on such a test may be due to any number of factors other than lack of ability to read and write.
3. An adult who has not completed the fourth grade in grammar school, or who cannot read and write English at the fourth-grade level (26). This definition is the most useable, except for the fact that there are no tests with adequate nation-wide norms for determining what is ability to read and write at the fourth-grade level. Certainly completion of the fourth grade is no criterion. In a state such as New York or California, that might be adequate; but it is questionable whether completion of the fourth grade in some schools in, for example, Alabama or Mississippi would qualify a person as literate at the fourth-grade level. With all its shortcomings, this definition is the one most frequently used and generally accepted as an operational definition.

There are two main causes of illiteracy: Lack of opportunity to obtain an education, and lack of capacity to learn (15, 24, 53). A certain amount of illiteracy is due to inability to learn. This may be caused by heredity, disease, injury, etc. (33). The exact number of these illiterates is not known, but they do not represent a very great amount of illiteracy as it was found in the Armed Services in World War II. Goldberg (26) points out that 85% of "illiterates" who were sent to Army Special Training Units did graduate. The 15% who did not graduate included not only the uneducable, but those dismissed for psychiatric and personal reasons, illness, AWOL, etc. The only thing that can safely be said is that the percent of Special Training Unit trainees who were illiterate because they could not learn was less than 15%. Of course, the most obvious cases were never inducted into the Armed Services.

Those persons who can learn, at least up to the fourth-grade level of ability to read and write English, but who are nevertheless illiterate,

can be said to have been deprived of the opportunity to learn. (15,24,53) Many of these come from parts of the country where schools are sub-standard. Many do not even attend such schools as are provided because they must stay home to help on the farm, or because transportation to the school is difficult.

A special case of illiteracy is the non-English-speaking person. He may be literate in some language other than English, but not in English, (38) or he may not even be literate in his native tongue. Many of these are trained in public night schools, as those in New York City, (14) or in citizenship classes, or other adult education programs. The Southwest United States and Puerto Rico have large numbers of Spanish-speaking people who do not read and write English, and who are not locally trained to do so.

Illiterates come from every state in the United States, but not in the same proportions. Goldberg (26) reports in the period of June 1, 1943, to September 30, 1945, when any illiterate who could meet mental standards could be inducted, the percentage of white inductees who were illiterate ranged from 11.7% in the Fourth Service Command (Alabama, Florida, Mississippi, North Carolina, South Carolina and Tennessee) to 1.7% in the Sixth Service Command (Illinois, Michigan, Wisconsin). The percent of illiterate colored inductees ranged from 45.3 in the Fourth Service Command to 13.0 in the First Service Command (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont). A report on Special Recruit Trainees, in the Navy (undated) lists the states from which the illiterates are drawn, by number of illiterates per 1,000 of population. The top 12 states (states with highest illiteracy rates) include 5 states from the Army Fourth Service Command; and the bottom 12 states (states with lowest rates) include 6 states from the Seventh Service Command (Colorado, Iowa, Kansas, Mississippi, Nebraska, North Dakota, South Dakota, Wyoming) the Service Command with the second lowest (1.8) percent of white illiterates (26).

A special summary made for this report of Selective Service data from 1940-1945 shows that the rate per 1,000 of rejections for educational and mental deficiencies is as follows:

<u>Region</u>	<u>White</u>	<u>Negro</u>	<u>Total</u>
New England	16	65	17
Middle Atlantic	11	67	15
South East	52	202	97
South West	54	107	60
Central	12	61	14
North West	13	40	14
West	9	50	10

These figures show the same trend as those reported above, but direct comparison is not possible, since the "mental defective" includes some cases rejected for psychiatric reasons as well as for illiteracy and inability to learn. There was a tendency for any rejection in which a psychological base was involved to be classed as "mentally defective", so these figures are probably higher than they would have been if classification of rejection had been more accurate and consistent.

The U. S. Census (50) breakdowns show that there are about 2.8 million adult (14 years and older) Americans who are unable either to read or write English or any other language. 1.8% of the whites and 11% of non-whites fall into this category. This figure is lower than the Selective Service figures from June, 1943, to December, 1945 (26), which show that 6.6% of white inductees and 43.3% of colored inductees, a total of 10.8% of all inductees, were either illiterate or in Grade V on the Army General Classification Test. The main reason for this discrepancy is that census data are gathered by asking a member of the family if there are adults in the house who cannot read and write. No controls are possible on answers; the extent of reading and writing is not specified. The same census report, however, shows that 12.8% of the population has completed less than the fifth grade in elementary school. This figure is closer to the facts obtained by Selective Service. The Census (54) also reports that 2% of urban and 5.3% of rural population are illiterate.

Altus and Clark (9) made a comparison of illiterates from Northern states and those from Southern states, using as a sample 100 whites and 100 negroes from each area. They found, as would be expected, that the illiterates from the Northern groups were younger, had more education. The Southern groups appeared to be intellectually superior to the Northern. This probably reflects the fact that many of the illiterates from Northern states had more opportunity to learn and had learned as much as they could, while the Southern illiterates were more likely to suffer from lack of opportunity to learn.

The problem of identifying illiterates is inexorably tied to the problem of testing. In general, written aptitude or intelligence tests are not satisfactory (10). However, inability to answer questions on a test such as the Army General Classification Test (12, 13, 41) may be indicative of illiteracy, or may be due to some other factor. During World War II, low Army General Classification Test scores were commonly interpreted as indications of illiteracy and many Grade V men, on no further evidence, were sent to Special Training Units for literacy training (12, 26). The fact that many so classified were able to achieve Army General Classification Test scores in Army Grade IV and better after training (12) indicates that this assumption had some validity.

Better than tests of this type are the individual tests, as the Army Individual Test (40) which included both verbal and non-verbal materials and correlated .84 with the Army General Classification Test. This test measured comprehension of verbal materials but not reading or writing ability; thus, it was useful in identifying the bright illiterates, but not in identifying illiterates per se.

The Personnel Research Section also constructed a minimum Literacy Test (19, 42, 43), in 10 forms, and validated it using the Metropolitan Advanced Reading Test, Form A as criterion. Equivalent forms were developed with a cutting score equivalent to a reading achievement level of grade 4.1. These were widely used for identification of illiterates, both by local boards and in induction stations.

Goldberg (26) discusses many other tests developed by Personnel Research Section for use with marginal personnel - The visual Classification Test (44, 45, 46), The Block Counting Test (44,47), Group Target Test (49, 50), Individual Examination (44, 49, 50), and the None-Language Individual Examination (49,50), to mention a few. These were used mainly in an attempt further to classify inductees who were known to be illiterate and to try to select those who would benefit from literacy training.

The Navy did not have any such extensive training program for illiterates. Largely, they used the Stanford Educational Achievement tests to determine grade placement of marginal personnel, and to determine when sufficient literacy training had been completed.

In the Army Special Training Unit, other tests were tried out by Altus and his co-workers. The Terman Vocabulary (6) a General Information Test (8) and Verbal Aptitude Tests (10) were tried out, with some success, for native-white and colored populations, but not for bi-linguals. Altus and Bell (7) constructed a series of adjustment tests which were somewhat successful in predicting graduation from the Special Training Unit versus discharge before graduation. This was mainly a research venture; the test was never officially adopted.

By far the best source of information concerning civilian utilization of illiterates comes from an analysis of civilian jobs held by inductees in World War II who were classified illiterate. These data are not optimal for this use, however, because not all illiterates were inducted and we have no data on those rejected; also large classes of the population as older groups and women, are not included. Goldberg (26) reports that main civilian occupations of 1,494 Special Training Unit men could be classified as follows:

<u>Main Civilian Occupation</u>	<u>Percent of Men</u>		
	<u>White</u>	<u>Negro</u>	<u>Total</u>
Farmer	29.9	25.6	29.3
Laborer	16.5	30.7	18.4
Truck driver	12.6	12.1	12.5
Farm hand	14.1	7.0	13.1
Total	73.1	75.4	73.3

Altus and Mahler (10) classified 1998 illiterates as to previous civilian occupation with the following results:

<u>Group</u>	<u>% of Whites</u>	<u>% of Negroes</u>	<u>% of Both</u>
Farm hand	60.8	32.9	52.6
Truck driver	13.3	19.5	15.1
Laborers, General	6.0	12.4	7.9
Laborers, Construction	3.4	5.6	4.0
Cook	1.3	5.4	2.5
Mechanic's helper	2.0	3.7	2.5
Tractor driver	2.4	.8	2.0
Miner	2.4	.7	1.9
Sawmill worker	1.0	3.7	1.8
Porter	.0	5.6	1.6
Section Hand, RR	1.4	2.0	1.6
Saw.Stat.Attend.	.8	3.4	1.6
Painter	1.3	1.9	1.4
Welder	1.4	1.2	1.4
Lumberjack	1.4	.3	1.0
Carpenter	<u>1.1</u>	<u>.7</u>	<u>1.0</u>

Totals 100.0(1409) 100.0(589) 100.0 (1998)

Butler studied 147 inmates with previous military experience and 339 with previous industrial experience at Sonoma State Home, Eldridge, Calif. He found that those with IQ's of 36-49 had worked satisfactorily as fruit workers, ranch workers, truck drivers, hotel kitchen help; and those with IQ's of 50-80 could do these jobs and, in addition, work as porters, packers, flangers, welders, scalers, bus boys, dish washers, cooks, etc. Incidentally, of the group with previous military experience, 29% were said to have been "satisfactory" in the military service before their commitment.

That there are many jobs which can be satisfactorily performed by persons who can neither read nor write is amply illustrated by a survey of the United States Department of Labor industry wage studies (55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65) which gives many such job descriptions. Areas in which such jobs can be found include the meat industry, furniture making, chemicals, paper and allied products, tobacco processing, baking, manufacture of footwear, retail trade, warehouse and storage, as well as service jobs as janitor, bus boy, dish washers, etc.

Employment of the mentally retarded is discussed by Miss Engel (33). She lists many jobs that can be done by persons with mental age as low as 5 (cut rags in strips, wash dishes, handle cinders and garbage) and as high as 12 (competent janitor, greenhouse attendant, simple library work). A follow up of graduates of special classes in Detroit showed that men had held the following types of jobs:

<u>Type of Job Held</u>	<u>Number</u>	<u>Percent</u>
Factory work (assembler, bench work, coil winder, order picker, doorman, material handler, riveter, etc.)	50	12.3
Stock work	49	12.1
Helpers, labor (coal, fruit handlers, loading, unloading, carpenter, painter, plasterer, cement)	49	12.1
Store helpers (grocery, butcher, soft drinks, soda fountain, shoe shop)	42	10.4
Manufacturing concerns (checker, baler, order picker and filler, shipping, boxing, inspector, sorter)	29	7.1
Restaurant helpers (cooks, waiters, bus boys, dishwashers)	24	5.9
Truck drivers	20	4.9
Porters and janitors	19	4.7
Messengers and mail boys	19	4.7
Pin setters	15	3.7
Delivery boys	8	2.0
Newspaper routes, sales	6	1.5
Shoe shining	4	1.0
In Army or Navy	9	2.2
Not Working	62	15.3

It is obvious that, since this reporting was voluntary, the data covers only those who had been in good rapport with the school and teachers and who felt the need for continued contact with the school. Lost cases probably include those who had made such good adjustment that they felt competent to go on by themselves, those who thought themselves failures, and those who moved away and could not keep in touch.

Miss Engel points out also that many employers found retarded persons did extremely well at monotonous, repetitive jobs which bored brighter employees and that these persons were, in fact, an asset in many organizations. Most of the jobs held were at the unskilled or semi-skilled level.

A comparison made of previous civilian occupations of Navy Special Recruit Trainees and regular trainees indicates that there are some differences in background: 2,000 Special Recruits were compared with 2,000 regular recruits with regard to civilian occupations. The following breakdown illustrates differences in these groups:

<u>Type of Job</u>	<u>% of Recruits Reporting Holding Jobs</u>	
	<u>Special</u>	<u>Regular</u>
Professional and Managerial	.8	6.45
Clerical and Sales	1.5	6.55
Service occupations	2.25	2.1
Agricultural	37.2	22.6
Industrial occupations	56.6	58.2
Unclassified	1.65	4.1

There is little data available concerning military occupations for illiterates. It can probably be assumed that the military counterpart of civilian jobs in which these persons are satisfactory would be suitable. However, it should be remembered that in the military each man must work at his specialty and fight if necessary. For example, in the case of the Navy man on sea duty, one can see that there is no civilian job comparable to a Navy Billet afloat. To the extent that fighting and keeping up with military matters required ability to read and write English, the illiterate soldier will be more handicapped than his civilian counterpart (15). This is probably more true in peace time than in war time, when the tendency is to "shred out" the jobs of ordinary complexity into simpler jobs which can be quickly learned by whatever personnel is available.

That a very large proportion of Navy personnel is assigned to sea duty is shown by the following excerpts from Navy members statement regarding lowering mental standards in the "Military Personnel Policy Subcommittee Project Report 8 March 1951": (34)

"In developing 'a program for fuller utilization' of submarginal personnel in the Naval establishment ashore, it must be fully appreciated that the Naval shore establishment is relatively small insofar as military personnel are concerned. During the period, 7 July 1941 to 31 August 1945, more than 87 per cent of all Naval Personnel served afloat or overseas. At the end of November 1950, only 47 per cent of 462,148 enlisted men in the Navy were shore based; on this includes those who were shore based outside the continental United States as well as those undergoing basic and advanced training. In addition, it should be remembered that most of those enlisted men shore based were new recruits studying in technical schools, assisting in getting ships prepared for action or otherwise preparing for sea duty. As of December 1950, 70 percent of recalled reservists were ordered to duty afloat, 15 percent were assigned to overseas bases and 15 percent were assigned to duty in the continental United States to assist in the program for ordering reservists into active Naval service."

Whitney and MacIntyre report (68) that some men who have IQ's as low as 50 and second-grade education have proved "successful" as soldiers. Some men with only third and fourth-grade education have attained ranks of S/Sgt. or Sgt. 1/C. One could hazard a guess that these latter are older men who, even though educationally deprived, are of at least average intelligence and probably self-taught so far as reading and writing English are concerned.

Illiteracy, whatever the cause, is likely to be concomitant with, and probably symptomatic of, other personal, psychological, and mental difficulties. There is a much higher incidence of neuro-psychiatric disorders among illiterates than among literates; illiteracy seems to add to the stress of personal adjustment and, as an added handicap, predisposes the illiterate to personality difficulties (31). When compared with regular trainees there are among the illiterate more enuresis, (4) higher venereal disease rate, more arrests, (4) higher incidence of constipation (particularly for poorly adjusted men), (3) more dislikes of special foods, (2) and more AWOL's, (26, 29). The typical illiterate comes from a home of low socio-economic level, and from a large family (26); 66.7% Special Training Unit Trainees come from families with 5 or more children. His main problems are tied to his family, and his difficulty in adjusting to the Armed Services stems largely from his having to leave his family and his distrust of the written word, Red Cross or other agencies, telephones, etc., to keep in touch with them. It should be pointed out that all of these studies are based on illiterates actually inducted into the Armed Forces. There were probably many other illiterates rejected for medical or psychiatric reasons. Thus, the degree of overlap of illiteracy and medical and psychological disorders is probably greater than the foregoing would indicate. As Bray (15) points out, the illiterate in the military service is apt, because of this overlap, to be an administrative, as well as a training and assignment problem.

The training program for Army illiterates is well described in Army Training for Illiterates in World War II, by Samuel Goldberg (26). A salient feature was the development of new instructional materials with content having meaning to adults -- no Little Red Hen nor Peter Rabbit. Vocabulary was consciously selected on a graded difficulty basis, but at the same time oriented towards the ideas and concepts that must be inculcated in basic military training. The soundness of the psychological principles adopted and the theory-oriented eclectic approach to training procedures is evident from reading the excellent account by Goldberg.

For illiteracy training in the Navy*, no equivalent to the Goldberg volume exists. However, from various letters and memoranda, it is possible to get a moderately satisfactory idea of the Navy program. One letter dated 21 November, 1951, describes the program of the U. S. Naval Retraining Command at Norfolk, Va.

This program is hardly to be designated as illiteracy training, since the lower group is designed for "those with less than 6 grades of school as indicated by the Stanford Achievement Test" and the upper group "those between 6 and 8 grades of school" as similarly indicated. A better designation would be a "program to raise the literacy level of those not considered to be sufficiently literate for the Navy's needs." In other words, the current program would probably be greatly modified in a future mobilization period when more true illiterates must be inducted.

A feature of the program that is especially noteworthy is the on-the-job training that proceeds concurrently with the class-room training in elementary education fundamentals. A few billets, at least, have been selected as suitable for those whose educational attainments are limited.

*The summary is based, not on published reports but on letters and other data from responsible Navy personnel:

Letter: 21 November 1951
R. W. Rickert, Lieutenant Colonel, U. S. Marine Corps.

Letter: 17 November 1951
T. G. McFarland, Colonel, U. S. Marine Corps.

Elementary Training (Sept. 1951 U. S. Naval Training Bulletin)
R. W. Carey, Vallejo Adult Educational Instructor
U. S. Naval Retraining Command

Materials furnished by:
Mr. Kenneth R. Bute, 26-27 July 1951
Camp Peary WW-II

Memorandum: 23 April 1951
Charles L. Hodges
Newport Training Station

Memorandum: 31 March 1950
Kenneth R. Bute, Lieutenant Commander, U.S.N.R.

A similar literacy training program for court-martial prisoners only is carried on at Portsmouth, N. H. "In the last twelve months (1951), forty-seven (47) men were assigned to school, but only two (2) of these actually could not read or write; most had at least a third or fourth grade level of ability to start with."

Training materials are suited to adult interests, and a great deal of improvising is done with live material by use of actual directions for doing a real job. Latest techniques for speeding up reading rate, skill in computing, etc., are utilized, together with the visual education devices and materials. A particularly significant part of the program is the voluntary asking for it by the man himself, and the efforts to make the general atmosphere favorable to motivated learning and achievement.

One memorandum is remarkable for the number of practical questions raised, and the need of research on a number of present Naval practices and procedures. The treatment of the problem in this memorandum is characterized by open-mindedness, and a keen desire to get facts that will transcend present Navy experience with the problem of illiteracy.

Apparently what is needed is a definitive account of just how an illiterate can be used, what billets can be assigned to him after retraining, and especially how the results of retraining can be properly estimated. All of this must be accomplished in an atmosphere that searches for facts.

According to the best figures available, the Navy brought up to the fourth-grade educational level 60,000 illiterates (or education deficients), during the latter part of World War II, when it was necessary for the Navy to accept men recruited by Selective Service. It is reported that the man with less than a fourth-grade education and put into special training were "fully capable of learning. In general intelligence, as measured by available tests, the educationally deficient recruits were approximately equal, on an average, to those with adequate education." Details supporting this generalization are not presently available.

The same commentator urges the imperative need for the Navy to "have in readiness adequate plans for the immediate activation of a training program...to receive and train the expected educationally deficient inductees as quickly as possible for useful service in the Navy."

The foregoing review should make it clear that much basic research needs to be done, if the Navy is to face the problem squarely at the time of a total mobilization.

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PART 8. APPENDIX II

Tabular Data

Complete Data Forming Basis for Table 9

SHIP TYPE - AD

1*	2*	3*	4*	5*	6*	7*	8*	9*
	22	Check watch #1 Fireroom and/or Fireroom Maintenance Man	FA	Regular duty, in port and underway watch	6			
0009		Fireroom Maintenance Man	FA		--	8	6	4,7
0009		"	FA		--	8	6	1,6,7
0042		"	FA		--	8	6	1,3,4,5,7
0042		"	FA		--	8	6	1,4,6,7
	69	Shop Machinist or Lathe Operator	FA	Only regular duty	8	--	--	--
0009		Lathe Operator	FA		--	8	3	1
0019		"	FA		--	8	5	1,6,7
	102	Steam Heat Man Helper	FA	Regular duty, GG, watches	3	--	--	--
0014		Steam Equipment Maintenance Man	FA		--	8	6	1
	90	Bow Hook, Ship's Boats	SA	Regular duty, GG, watches	1	--	--	--
0009		"	SA		--	7	5	1,2,6,7
0009		"	SA		--	7	5	1,6
0009		"	SA		--	7	5	1,2,3,7,8
0032		"	SA		--	1	5	1,2,4,6,8

* 1. NJC Code Number

2. Serial number assigned by RBH to a job analysis schedule

3. Job title and/or alternate title

4. Rate

5. Duties on which scale ratings are based (duties as given by

Job Analysis Schedule plus duties under WQ + S bill)

6. RBH Scale Rating of Job Analysis Schedule

7. Highest Field Scale Rating

8. Number of recurrences

9. Assignments in which scale value occurs

[illegible]

SHIP TYPE - AD

1	2	3	4	5	6	7	8	9
9009	162	Mess Boy (Cabin Mess) Wardroom Attendant	TN TN	Regular duty, GQ, watches	1 —	— 8	— 3	— 1
3029	161	Baker's Helper "	SN SN	Regular duty, GQ, watches	1 —	— 8	— 2	— 1
0009	61	Boat Coxswain	SN	Regular duty, GQ, watches	4	—	—	—
0009		"	SN		—	7	4	1
0009		"	SN		—	8	6	1
0032		"	SN		—	8	6	1
0032		"	SN		—	7	5	1
0032		"	SN		—	7	7	1,7
0032		"	SN		—	7	7	1,7,8
0032		"	SN		—	7	5	1
0032		"	SN		—	7	6	1,7,8
0032		"	SN		—	8	4	1
0102		"	SN		—	8	7	1,7
0032	4	Boatswain's Locker Keeper "	SN SN	Regular duty, GQ, watches	8 —	— 7	— 4	— 1,2,7
0032	101	Crane Operator "	SN SN	Regular duty, GQ, watches	1 —	— 6	— 4	— 2,6
	11	Leading Seaman, Main Deck, Forward	SN	Regular duty, GQ	1	—	—	—
62		Leading Seaman, Forecastle	SN	Regular duty, GQ, watches	4	—	—	—
12		" " Main Deck, Aft	SN	Regular duty	4	—	—	—
63		" " O-1 Deck	SN	Regular duty, GQ, watches	8	—	—	—
108		Deck Hand, Boat Deck	SN	Regular duty	1	—	—	—
	86	" " Forecastle	SN	Regular duty, GQ, watches	4	—	—	—
0009		"	SN		—	8	6	7
0032		"	SN		—	8	8	7
0032		"	SN		—	8	7	7
0032		"	SN		—	8	8	9

SHIP TYPE - AD

1	2	3	4	5	6	7	8	9
0009	Deck Hand		SN	Regular duty, GQ, watches	--	7	7	7
0014	"	"	SN		--	6	4	1,2,6
0016	"	"	SN		--	7	8	1
0032	"	"	SN		--	7	7	1,7
0032	"	"	SN		--	7	6	1,2,4,7,8
0032	"	"	SN		--	7	5	1
0032	"	"	SN		--	7	8	5
0032	"	"	SN		--	7	6	1
0032	"	"	SN		--	6	7	6
0032	"	"	SN		--	6	6	1,4
0109	"	"	SN		--	8	6	7
0109	"	"	SN		--	8	6	1
0109	"	"	SN		--	8	6	7
0109	"	"	SN		--	7	6	2,7
0109	"	"	SN		--	8	8	8
2809	"	"	SN		--	6	5	6
72	Mangle and Hot Head Operator		SN	Regular duty, GQ, watches	6	--	--	--
182	Deck Operator (Laundryman)		SN	Regular duty, GQ, watches	5	--	--	--
129	Laundryman Striker		SN	Regular duty, GQ, watches	7	--	--	--
3129	Laundryman		SN		--	7	2	1
3159	"		SN		--	7	2	1
104	Incinerator Man		SN	Regular duty, GQ, watches	4	--	--	--
0013	"	"	SN		--	8	6	7
189	40mm Maintenance Man		SN	Regular duty	8	--	--	--
0014	"	"	SN		--	8	5	1,2,6
0032	"	"	SN		--	8	5	1
17	Magazine Maintenance Man		SN	Regular duty, GQ	6	--	--	--
0809	Magazine Man		SN		--	8	7	2,7
3009	Magazine Keeper		SN		--	8	5	7
93	Side Cleaner		SN	Regular duty, GQ	1	--	--	--
0042	"	"	SN		--	8	6	5

SHIP TYPE - AD

	1	2	3	4	5	6	7	8	9
		64	Torpedo Valve Group Repairman	SN	Regular duty, GQ, watches	6	--	--	--
0709			Torpedo Valve Repairman	SN		--	8	7	1,6,7

SHIP TYPE - DDR

	1	2	3	4	5	6	7	8	9
		181	Deck Hand	SN	Regular duty, GQ, watches	6	--	--	--
0009			"	SN		--	8	7	1,5
0009			"	SN		--	7	5	7
0009			"	SN		--	7	3	7
0009			"	SN		--	7	6	7

PART 9. APPENDIX III

Tabular Data

Complete Data Forming Basis for Catalog

NAVAL TRAINING CENTER

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Cook's Striker	7-1-1								
0009	Painter	5-1-7								
0009	Carpenter	7-7-8								
0009	Storekeeper Striker	4-6-7								
0009	Jack O'Dust	7-6-8								
0009	Post Office Clerk	5-6-1								
0009	Gym Assistant	7-6-7								
0009	Seaman Guard	5-6-1								
0009	Brig Guard	5-8-7								
0012	Trash Truck Driver	7-8-8								
0012	Directory Clerk	5-6-1								
0013	Damage Control Wood Worker	8-8-8								
0013	Seaman Guard	5-8-8								
0013	Building Cleaner	5-1-7								
0013	Hat Issue Man	5-6-8								
0014	Seaman Guard, Section Leader	7-8-7								
0014	Seaman Guard	5-6-1								
0014	Seaman Guard	7-6-7								
0014	Brig Guard	5-8-7								
0014	Color Guard	5-1-1								
0014	"	7-1-7								
0014	Personnel, Accountant	5-6-1								
0014	Typist, Gate	8-7-1								
0014	File Clerk	7-7-7								
0014	Post Office Directory Clerk	5-6-1								
0014	Typewriter Repair Assistant	8-6-7								
0014	Carpenter	7-8-8								
0014	Trash Collector	1-6-1								
0014	Jack O'Dust	7-8-8								
0014	Truck Driver	7-8-8								
0014	"	7-8-8								
0014	"	7-8-8								
0014	"	7-8-8								
0015	Compartment Cleaner	5-1-6								
0015	Barracks Cleaner	5-8-1								
0015	Clerk, Laundry	7-7-8								
0015	Compartment Cleaner									

NAVAL TRAINING CENTER

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0015	Telephone Clerk	5-6-8								
	Compartment Cleaner									
0015	Hobby Shop Clerk	8-6-8								
0015	Clothing Clerk	8-6-8								
0015	Draft Clerk (OGU)	8-7-7								
0015	Disbursing Clerk Striker	8-6-8								
0015	Disbursing Clerk	8-6-8								
0015	Mail Clerk	5-6-1								
0015	Post Office Director Clerk	5-6-1								
0015	(Clerical & Administrative)	7-8-7								
	Classification Clerk									
0015	Typist (Clerical & Administrative)	8-8-8								
0015	Typist	8-7-1								
0015	Location File Clerk (Clerical & Admin.)	8-6-7								
0015	Receiving Clerk	5-6-7								
0015	Receipt Yeoman - Personnel	5-6-7								
0015	Graphotype Operator	7-6-8								
0015	Transfer Yeoman Assistant	8-8-8								
0015	Discharge Yeoman, Personnel	8-7-8								
0015	Lucky Bag Clerk	7-6-8								
0015	Issue Man - Cold Storage	5-6-8								
0015	Ship's Service Driver	7-8-8								
0015	Driver	7-8-8								
0015	Greenhouse Helper	5-6-1								
0015	Prisoner Chaser	5-6-1								
0015	Seaman Guard	7-6-7								
0015	Color Guard	5-6-1								
0016	Cook - Fry	7-1-8								
0016	Brig Force (Desk Watch)	8-8-7								
0017	IRM Operator	8-7-7								
0019	Communications - Messenger	8-6-1								
0032	Compartment Cleaner	5-6-1								
0032	Commissary Storeman	5-1-7								
0032	Base Area Inspector	7-8-1								
0032	Heavy Equipment Driver	7-8-7								
0032	Classification Department Clerk	8-8-6								

1-1-1

NAVAL TRAINING CENTER

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0032	Mustering Clerk	7-8-8				1-6-1				
0032	Cook Striker	8-6-7								
0032	Seaman Guard	5-6-1								
0032	Color Guard	7-6-7				5-6-1				5-1-1
0032	"	5-6-7				5-6-1				
0032	Rigger	1-1-1				5-6-1				
0034	Automotive Upholsterer	7-7-7				7-8-7				
0034	Seaman Guard	7-8-7								
0034	"	5-6-1								
0034	"	7-8-1								
0034	Brig Guard	7-8-7							1-1-1	
0034	Police Petty Officer	8-6-8								7-1-1
1509	File Clerk	8-6-7				8-6-7				
2609	Typist	8-8-8				6-7-1				
2609	Typist	8-8-7				5-6-1				
2609	Statistician	8-8-8				8-7-1				
2609	Longevity Yeoman	8-8-8				5-8-1				
2609	TAD Yeoman Assistant	7-7-8				7-7-7				
2609	Leave Yeoman	8-7-8				5-1-1				
2609	Hospital Transfer Clerk	8-8-8				5-6-1				
2659	Accounting Personnel Man	8-7-8				5-6-1				
2809	Storekeeper (Issue Man)	7-8-8				1-1-1				
3003	Range Captain, Assistant	7-1-8								
3009	Cook Striker	7-1-6								
3009	"	7-1-8								
3009	"	7-1-1								
3009	"	7-6-8								
3009	"	7-8-8								
3022	"	7-6-7								
3029	Jack O'Dust	7-8-8								
3229	Sports Writer	8-8-8								
3609	Mimeograph Operator	7-7-6				7-1-6				
3909	Photographer Striker	8-8-8				8-8-8				

AIR PAC

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Typist, Education Office	8-8-8								
0032	Maintenance Clerk	8-7-8				1-6-1				8-8-8

PHIB PAC

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0012	Causeway Worker	4-1-7				8-6-1				

NAVAL TRAINING CENTER

RATE: SA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Barracks Cleanup	1-1-1				5-6-1				
0009	Ad. Com. Cleanup	1-1-1				1-1-1				
0009	Base Cleanup	1-1-1				1-1-1				
0009	" "	1-1-1				4-1-1				
0009	Brig Office Clerk	8-8-8								
0009	Disbursing Clerk	5-6-8								
0009	File Clerk	7-6-1								
0009	Records Clerk, Garage	7-7-8								
0009	Leave Yeoman Assistant	5-6-1								
0009	" "	8-8-8								
0009	Carpenter	8-8-8				1-8-1				

NAVAL TRAINING CENTER
RATE: SA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Carpenter	8-8-8				1-8-1				
0009	Cook Striker	7-1-1								
0009	"	7-1-1								
0009	Barber (Enlisted)	1-1-7				5-8-1				
0009	Boiler, Repairman	4-6-8				4-6-8				
0009	"	4-1-1				7-8-8				
0009	Seaman Guard	7-6-1								
0009	"	5-6-7								
0009	Truck Driver	5-6-8				5-6-1				
0009	Gardener's Assistant	1-1-1				4-1-1				
0009	"	5-6-7				5-8-1				
0011	Barber	7-1-7				1-8-1				
0012	Post Office Directory Clerk	5-6-1				1-1-1				
0012	File Clerk, Service Record	7-7-7				7-7-6				
0013	Boat Coxswain	8-6-8				8-8-8				
0014	Seaman Guard	7-6-7								
0014	Telephone Watch	5-8-1				5-8-1				
0014	Assistant Police Petty Officer	5-6-6								
0014	Postal Clerk	5-6-1				4-1-1				
0014	Driver	5-6-8								
0014	Trach Truck Detail	1-1-1				4-1-1				
0014	Seaman Guard	7-6-1								
0014	"	7-6-7								
0014	Mix Man, Bake Shop	7-7-7								
0014	Driver	5-6-8				5-6-1				
0014	Cook Striker	4-6-1								
0014	Cook Assistant	7-1-8								
0014	Commissary Cook Striker	8-8-8								
0015	Cook Striker	5-6-8				5-6-8				
0015	"	7-6-7								
0015	Bake Shop Striker	7-6-8								
0015	Seaman Guard (Brig)	7-6-7								
0015	Seaman Guard	5-6-7								
0015	Barracks Cleanup	1-1-1				5-8-1				
0015	Athletic Trainer	4-8-1								
0015	IBM Operator	8-8-8								
0015	Entertainer, Special Services	8-8-7				5-6-1				

NAVAL TRAINING CENTER

RATE: SA

Code#	Job Title	1	2	3	4	5	6	7	8	9
0015	Recruit Transfer, Yeoman	8-7-8				5-6-1				
0015	Leave Yeoman	8-8-8				8-8-8				
0015	Location File Clerk	8-7-1				7-7-7				7-6-1
0015	File Clerk	5-6-7				5-6-1				
0015	Legal Typist	7-7-8								
0015	Correspondence Clerk	8-7-6				7-7-1				
0015	OGU Typist	5-8-8				8-8-1				
0015	Shoe Issue Man	5-8-8				8-7-1				
0015	Recruit Issue Man	7-6-8								
0015	Location Clerk Striker	8-7-1								
0015	Storekeeper Striker	7-1-8				1-1-6				
0015	"	7-6-8				7-8-1				1-6-1
0015	"	5-6-1				1-1-1				
0016	Color Guard	5-6-7				4-1-1				
0017	Compartment Cleaner	5-6-8								
0019	Boiler House Man	8-6-8				5-6-1				
0032	Carpenter	5-6-8				7-6-1				
0032	Supply - Recruit Issue	1-1-1				5-6-1				
0032	Trash Collector	8-7-7				5-8-1				
2609	File Typist Clerk	7-1-1								
3009	Cook Striker	7-1-1								
3009	"	7-1-1								
3009	"	7-6-7								
3009	"	7-1-1								
3009	"	5-1-1								
3009	"	7-6-8				1-6-1				
9009	Building Maintenance									

AIR PAC

RATE: SA

Code#	Job Title	1	2	3	4	5	6	7	8	9
0009	Compartment Cleaner	1-1-1				1-6-1				
0009	Gas Truck Driver	8-6-8				4-6-8				
0009	Air Mechanic Striker	4-1-1				1-1-6				
0009	"	4-1-1				5-6-6				

AIR PAC

RATE: SA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Personnel Office Clerk	8-8-8								
0009	Recdpt Yeoman Striker	8-7-1								
0013	Radioman Striker	8-6-6								
0015	Education Office Clerk	8-8-8								
0017	Metal Worker Striker	7-6-7								

NAVAL TRAINING CENTER

RATE: FN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Shipfitter	8-6-8								
0014	Shipfitter	8-6-8								
0042	Water King	8-6-8								
5029	Carpenter	8-6-8								

PHIB PAC

RATE: FN

Code #	Job Title	1	2	3	4	5	6	7	8	9
5809	Mechanic's Helper	8-8-8								

NAVAL TRAINING CENTER

RATE: FA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Shop Carpenter	7-6-8				4-6-1				
0014	Yeoman	8-8-8				7-8-8				
0014	Metalsmith Striker	1-1-1				5-8-1				
0014	Color Guard	7-6-7				5-6-1				
0014	Oil King	7-8-8				4-8-8				
0014	Cleaner, Boiler House	1-1-1				8-8-8				
0014	Fireman	5-6-8								
0042	Carpenter	8-6-8				5-8-1				

AIR PAC

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Operations Office Clerk	8-8-8				1-6-1				
0009	Ordnance Man	8-8-6				5-1-7				
0009	Ordnance Maintenance Man	8-8-7				1-1-1				
0009	Metalsmith	7-8-8				1-6-1				
0009	Painter (Aircraft)	7-6-8				1-1-1				
0009	Line Crewman	8-6-6				5-6-6				
0009	Coffee Mess	5-6-7				1-1-1				
0009	Captain of the Head	5-1-6				5-1-1				
0012	Aviation Mechanic	8-6-6				1-6-1				
0012	Electronic Electrician	8-6-8				1-1-1				
0012	Line Office Clerk	5-6-6				1-1-1				
0013	Aviation Electrician Assistant	8-8-6				1-6-6				
0014	Plane Mechanic	8-8-8				1-6-7				
0014	Radio Operations Checker	8-8-1				1-6-1				
0015	Instrument Check Man	8-8-1				7-6-6				
0015	Plane Captain	7-8-8				7-8-8				
0015	Aviation Ordnance Man	4-6-6				5-6-1				

AIR PAC

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0015	Radio Line Maintenance Man	8-8-7				7-6-7				
0015	Inventory Clerk	5-7-8				5-1-1			1-1-1	
0016	Operations Office Clerk	8-7-7				8-7-7				
0017	Hydraulic Shop Spare Parts Clerk	8-6-8				5-1-1				
0017	Carpenter	8-6-8				5-6-1				
0017	Shop Carpenter	8-6-8				5-1-1				
0017	Plane Captain	8-8-8								
0062	"	8-6-7				1-8-6				
0062	"	8-8-8				1-6-1				
0062	"	8-6-6				1-6-7				
0062	Metalsmith Striker	4-6-8				1-6-1				
0062	"	8-8-8				1-6-6				
0062	Metalsmith Striker	7-6-7				1-6-1				
0062	Ordnance Worker	7-6-8				1-6-7				
0062	Aviation Mechanic	8-8-8				5-8-1				
0062	"	4-6-6				5-1-1				4-6-7
0062	"	8-1-6				7-6-7				1-6-1
0062	"	5-1-1				7-6-1				
0062	"	8-8-8				5-8-6				
0062	"	8-6-7				5-8-7				
0062	"	4-6-8				5-6-1				
0062	"	7-6-6				1-6-6				
0062	"	8-6-8				7-6-1				
0062	Electronics Maintenance Man	8-8-8								
0062	"	8-8-8				1-6-1				
0062	Engine Check Mechanic	8-8-8				1-6-1				
0062	Engine Build-up Man	8-6-7				5-6-7				
0062	Electrician Striker	7-8-8				5-6-7				
0062	Electronics	8-6-8				1-1-1				
0062	Elevator Operator	5-7-6							5-7-6	
0062	Plane Crewman	7-6-6								
0062	Aircraft Ordnance	8-8-8				4-6-6				1-1-6
0062	Beach Crewman	4-1-1								
0062	Compartment Cleaner	5-6-6				1-6-1				
0062	Tool Room Keeper	8-8-8				1-6-7				
0062	Storekeeper	8-6-8				7-6-1				
0062	Storekeeper, Striker	7-7-8				5-6-1				
0062	"	7-7-8				1-6-1				
0062	"	7-8-8				1-6-6				

AIR PAC

RATE: AA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Plane Captain	7-6-6								
0009	OD Messenger	8-8-8								
0009	Tool Room Keeper	7-6-7								
0009	Tool Room Clerk	7-6-6								
0009	Metalsmith	8-6-8								
0009	Coffee Mess Boy	1-1-1								
0009	" " "	1-6-6								
0009	Electronics Man Helper	7-7-1								
0009	Hydraulic Mechanic Helper	7-1-1								
0009	Hydraulic Repairman	7-6-6								
0009	Mechanic Helper	7-6-7								
0009	Engineer (Unassigned)									
0009	Aviation Mechanic	7-6-8								
0009	Aviation Mechanic Assistant	7-6-7								
0009	" "	7-8-8								
0009	" "	7-6-6								
0009	Power Plant Mechanic	4-1-1								
0009	Engine Check Man	5-6-1								
0009	Engine Check Man (Crew)	7-6-7								
0009	Structural Mechanic, Striker	5-6-1								
0009	Third Mechanic	5-1-6								
0009	Operations Line Worker	7-8-8								
0009	Metalwork Helper	8-6-8								
0009	Truck Driver	7-8-8								
0009	Communications Yeoman	7-8-8								
0009	Radio Maintenance Striker	8-6-6								
0009	Radio Repairman	8-6-6								
0009	Hangar Cleanup	4-1-8								
0009	Head Cleaner	1-1-1								
0009	Parachute Issue Clerk	7-8-8								
0009	Storekeeper Striker	7-7-7								
0009	Office Yeoman	7-7-7								
0009	Personnel Accounting Clerk	8-8-8								
0009	Liberty Yeoman	8-7-7								
0009	Typist, Material Office	7-7-6								
0009	Log Yeoman	7-8-8								
0009	Education Yeoman	8-6-8								
0009	Painter	5-6-8								

5-7-1

1-1-1

1-1-1

AIR PAC

RATE: AA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Painter	8-6-7				1-6-6				
0012	Hobby Shop Keeper	8-8-8				1-6-1				
0013	Compartment Cleaner	5-6-7				1-6-1				
0014	Second Mechanic	7-6-8				1-6-6				
0014	"	7-6-6				1-6-1				
0014	Mechanic Helper	7-6-8				5-6-6				
0014	Aviation Mechanic Helper	4-1-1								
0014	Metalsmith, Structural	8-6-8				5-6-1				
0014	Aviation Hydraulics	7-6-6				1-6-1				
0014	Carpenter	8-6-8				5-1-7				
0015	Compartment Cleaner	5-6-1				5-6-1				
0015	Storeroom Keeper	7-7-8				5-1-1				
0019	Truck Driver	5-6-8				1-6-1				
0062	Metalsmith	8-6-8				5-6-7				
0062	"	8-8-8				1-6-6				
0062	Beach Maintenance Man	5-6-7								
0062	Tool Room Keeper	7-8-8				1-6-6				
0062	Gas Truck Driver	5-6-8				1-6-6				
6809	Aviation Ordnance Man	8-8-8				5-6-7				
6809	"	5-6-6				5-6-1				
7209	Aviation Electrician Helper	8-6-8				5-6-1				

NAVAL TRAINING CENTER

RATE: HN

Code #	Job Title	1	2	3	4	5	6	7	8	9
8402	Examination Clerk	5-6-1								
8402	Medical Examining Clerk	8-8-8								
8402	Health Record Office Clerk	7-6-7				7-6-8				
8402	Hospital Clerk	7-7-7				8-8-8				
8402	Stock Clerk	7-7-8				8-8-3				
8402	Ward Attendant	7-8-7				7-8-7				
8402	"	8-8-8								
8402	"	8-8-8								
8402	"	8-8-8								
8402	"	8-8-8								
8402	Hematology Technician	8-6-8				8-8-6				5-6-7
8402	Psychometrist	8-8-8								
8402	Psychological Testing Technician	8-8-8				8-8-1				
8402	Sterilizer	4-6-7								
8402	Sick Call Corpsman	7-8-7				8-8-8				
8402	Dressing Room Attendant	8-8-8				7-8-7				8-8-1
8402	"	7-8-7								
8402	Appointment Clerk	7-7-6				7-8-6				
8402	X-Ray Technician	8-6-7								
8402	Assignment Clerk	8-6-1								
8433	Neuropsychiatric Clerk	8-8-7				7-8-7				
8452	X-Ray Technician	8-7-8								
8464	Spectacle Dispenser	7-7-8				7-8-8				
8404	Aid Man in Tear Gas Chamber	7-8-8				8-8-8				6-6-7

NAVAL TRAINING CENTER

RATE: HA

Code #	Job Title	1	2	3	4	5	6	7	8	9
8402	Ward Attendant	7-8-8								

NAVAL TRAINING CENTER

RATE: DN

Code #	Job Title	1	2	3	4	5	6	7	8	9
8709	Mail Man (Dental)	5-7-8				7-8-6				
8709	Issue Clerk	7-7-8								
8709	Issue Clerk	7-6-8				5-1-1				
8709	Dental Record Clerk	8-7-8				5-6-6				
8709	Secretary	8-8-7				8-8-1				7-8-1
8709	Sterilizer	7-7-7				1-1-1				
8709	Dental Technician Assistant	7-8-7				5-6-7				
8709	Dental Surgical Technician	8-6-7				1-8-1				8-8-1
8709	Dental Surgical Technician	7-6-7				7-7-7				
8709	Prosthetic Technician	7-7-7								
8709	X-Ray Operator	4-1-1								

NAVAL TRAINING CENTER

RATE: DA

Code #	Job Title	1	2	3	4	5	6	7	8	9
8709	Dental Technician	7-8-7				4-1-1				7-1-1
8709	"	7-6-7				4-1-1				7-6-7
8709	Operative Technician	8-6-7								
8709	"	7-8-7				4-1-1				
8709	"	8-6-7				1-1-1				

NAVAL TRAINING CENTER

RATE: TN

Code #	Job Title	1	2	3	4	5	6	7	8	9
9009	Mess Attendant	7-6-7				5-8-1				
9009	" "	7-6-7				5-8-1				
9009	" "	7-6-7				5-8-1				
9009	" "	7-1-7				5-8-1				
9009	Wardroom Steward	7-1-1				5-8-1				
9009	" "	7-6-1				5-8-8				
9009	" "	7-6-1				5-8-1				
9009	Jack O'Dust	7-7-8				5-8-1				
9022	Wardroom Steward	7-6-7				5-8-1				

NAVAL TRAINING CENTER

RATE: TA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0016	Mess Attendant	7-6-6				5-8-1				
0016	Wardroom Steward	7-6-6				7-8-1				
0016	" "	7-6-6				5-8-1				
0016	Scullery and Server	7-6-6				5-8-1				
9009	Wardroom Steward	7-6-1				5-8-1				
9009	" "	7-6-1				5-8-1				
9009	" "	7-6-6				5-8-1				
9009	Mess Attendant	7-1-7				5-8-1				
9022	" "	7-1-6				5-8-1				

PHIB PAC

RATE: CN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Heavy Equipment Mechanic	8-8-7				5-6-1				
0014	Auto Mechanic Helper	8-8-8				5-6-6				
0014	Diesel Marine Repair	8-8-8				4-8-6				
0014	Rigger	8-7-8				1-6-1				
0014	Welder	8-8-8				1-6-1				
0052	Plumber	8-6-8				1-6-1				
0052	Main Recreation Hall Orderly	7-8-8				7-8-8				
0052	Causeway Detail	4-6-7				1-6-1				
5752	Shop Machinist	7-1-1				1-6-1				
5809	Storekeeper (Outside Supply)	5-1-7				5-6-7				
5809	Spare Parts Storekeeper	8-6-8				8-6-8				
5809	Heavy Equipment Diesel Mechanic	8-8-8				1-6-1				
5909	Carpenter	8-8-8				1-1-1				
5909	"	8-6-8				1-6-7				
6009	Welder, Heavy Equipment	8-8-8				5-6-1				
6109	Storekeeper (Outside)	5-6-7				1-6-1				
6123	Bus Driver	7-8-7								
6132	Refrigerator Repair Striker	8-8-8				1-6-1				

ACB #2

RATE: CN

Code #	Job Title	1	5	10	11	12	13	14	15	16	17
0013	Training and Education Office	7-8-6									
0014	Carpenter Shop	7-6-8				5-6-6	5-3-1	5-6-1			
0032	Paint Shop	1-1-1			5-6-1	5-1-1					
0032	Earth Moving	4-8-7	5-6-1	1-1-1							
0052	Weight Handling	5-8-7	5-6-8	1-1-1	5-6-1						
0052	Paint Shop	7-6-6									
0052	Plumbing Shop	5-6-8							1-6-1	4-1-1	5-6-1
0052	Duck Driver	5-8-8	5-8-8								

ACB #2

RATE: CN

Code #	Job Title	1	5	10	11	12	13	14	15	16	17
0052	Transportation	5-8-1	5-8-1								
0052	Seventh Causeway Worker	1-1-7				1-6-1	5-8-1	1-1-1			
0052	Builder's Crew	4-6-8			5-6-1	5-6-1					
0052	" "	4-6-8			5-6-1	5-6-1					
0052	Yard Detail - Paint	5-6-7				5-6-1	5-8-1	1-6-1			
0052	Personnel	8-7-1				5-6-1					
0052	" "	8-7-1				1-6-1					
0052	Supply Issue	8-8-8				5-6-1					
2522	Builder's Crew	8-6-8				1-6-1					
2612	Causeway Worker	1-1-7			5-6-6	5-6-1	5-8-1	1-1-1			
5509	" "	1-1-7				5-6-1	5-8-1				
5609	" "	5-1-7				5-6-1	5-8-1	1-1-1			
5704	Area Master at Arms	5-6-1			5-6-1	5-6-1				4-1-1	
5709	Operations	5-8-1	5-6-1	1-1-1							
5713	Concrete Crew	4-6-7				5-6-1					
5713	Heavy Equipment	5-8-8	5-8-1	1-1-1							
5758	Weight Handling	5-8-7	5-6-1			5-6-1					
5809	Gas Shop	5-3-6	7-7-1								
5809	" "	5-8-7	5-6-1	1-1-1							
5815	Deck Hand on Barges	5-6-8				5-6-1	5-8-1	1-1-1			
5819	Gas Shop	7-8-8	5-6-1	1-1-1							
5909	Causeway Worker	1-1-7					5-8-1	1-1-1			
5909	" "	1-1-7					4-8-1	1-1-1			
5909	Paint Locker	5-8-8				1-1-1	5-8-1	1-1-1			
5909	Barge #1	4-6-7				5-6-1	5-8-1	1-1-1			
5909	Issueman, Tool Room	5-6-8			5-6-1	5-6-6					
5909	Landscaping	1-1-6			5-6-6						
5909	Builder's Crew	4-6-8			5-6-1					4-1-1	
5909	Operations	7-7-8									
5909	Saw Mill	7-6-8			5-6-1	5-6-1					
5929	Cement Worker	1-1-1									
5932	Causeway Worker	1-6-7									
6019	" "	1-6-7				5-6-1	5-8-1	1-6-1			
6109	Kardex File Clerk	8-8-8									4-6-1

ACB #2

RATE: CA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0014	Machine Shop	8-8-8	5-6-1							
5909	Paint Shop	5-6-6								

USS PRAIRIE

RATE: SN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Deck Hand	1-6-6	1-1-1	1-1-1	1-1-1		1-6-6	7-6-7	1-1-1	
0009	" "	5-6-7	1-1-1	1-1-1			1-6-1	7-6-8	4-1-1	
0009	Compartment Cleaner	5-6-7	1-1-7				1-6-1	1-6-7	1-1-1	
0009	Draftsman Striker	8-8-8	4-1-6						4-1-1	
0009	Pattern Maker	8-1-8	1-1-1					1-8-6		
0009	Carpenter's Helper	7-1-7	1-1-1					7-8-6		
0009	Carpenter	4-6-8	1-1-1				7-8-6	5-8-6	1-1-6	
0009	Mess Cook	7-7-7	1-1-1	1-1-1	1-1-1				4-1-1	
0009	" "	1-1-1	1-1-6							
0009	Baker's Assistant	7-1-8	1-1-1							
0009	Ship's Service Operator	8-8-8	1-1-1	1-1-1						1-1-1
0009	Ordnance Repair	8-8-8	8-6-8	8-6-8	8-6-8			7-8-6	4-1-1	
0009	Boat Coxswain	7-6-7	1-1-1						4-1-1	
0009	" "	7-8-7	1-1-1	1-1-1	1-1-1		1-6-6	4-6-6	1-1-1	
0009	" "	7-8-6	4-1-7		4-1-7		1-1-1	1-1-1	1-1-1	
0011	Head Cleaner	4-6-7	5-1-1				1-6-1	8-1-7	5-1-6	
0012	Fire Control Striker	8-8-8	1-1-1				4-1-1	7-8-6	1-1-1	
0012	Director, Maintenance Man	1-1-1	1-1-1	1-1-1	1-1-1		4-1-1	8-8-8	4-1-1	
0012	Compartment Cleaner	1-6-1	1-1-1				1-6-6	5-6-8	1-1-1	
0013	Carpenter	8-6-8	4-1-8				5-8-6	5-8-6	1-1-1	
0013	Incinerator Man	1-1-6	1-1-1	1-1-1	1-1-1		1-6-7	7-8-8		
0014	Torpedo Repair, Main Engine Room	8-6-8	4-1-1	4-1-1	4-1-1		4-1-1	7-8-6	1-1-1	
0014	" "	8-8-8	4-1-1	4-1-1	4-1-1		4-6-1	7-8-6	1-1-1	

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Code #	Job Title	1	2	3	4	5	6	7	8	9
0014	5" Maintenance Man	8-8-8	8-8-8	8-8-8	5-6-7		5-6-1	1-1-1	1-1-6	5-6-1
0014	40mm Maintenance Man	8-6-7	8-6-8				5-1-8	5-6-1	1-1-1	
0014	Deck Hand	5-6-1	1-1-6				1-1-6		1-1-1	
0014	Fire Control Technician	8-8-8	1-1-1				4-1-1	8-8-7	1-1-6	
0014	GSK Storekeeper Striker	8-6-8	1-1-6	1-1-1				1-6-1		
0014	Crane Operator	4-6-1	1-1-1	1-1-1			1-6-6	1-1-1	1-1-1	
0015	Cobbler	7-6-7	1-1-1							
0015	Signal Man	8-7-8	8-7-6	8-7-6	8-7-6		8-8-8	8-7-8	1-1-1	
0015	"	8-8-8	8-8-8		8-8-8		8-8-8	8-8-8	4-1-1	
0015	Radar Operator	8-8-8	8-8-8	8-8-8	8-8-8			7-8-8		
0015	"	8-8-8	8-8-8	8-8-8	8-8-8			8-8-7	8-8-8	
0015	20mm Repair Man	7-8-7	1-8-8			4-8-1	4-1-1	1-6-1	1-8-8	
0015	20mm "	8-8-7	7-8-7				4-1-1	7-6-1	5-1-1	
0015	Gunner's Mate	8-1-7	1-1-7	1-1-7	4-1-1		5-8-1	5-8-1	1-1-1	
0015	Torpedo Man	7-8-8	1-1-1				4-1-1	5-8-6		
0015	1st Lt. Office Yeoman	8-8-7	1-1-1	1-1-1	1-1-1		4-6-1	1-1-1	1-1-1	
0015	Yeoman (of) Chaplain	8-7-7	4-1-6	4-1-6	1-1-1					
0015	Storekeeper Striker	7-6-8	1-1-1							
0015	Log Room Yeoman	8-8-8	1-7-1		1-7-1					
0015	Provision's Storekeeper	8-8-8	8-8-8							
0015	GSK Storekeeper	8-8-8	1-1-1		1-1-1					
0015	Spare Parts Storekeeper	7-8-8	1-1-1	1-1-1			1-1-1	1-1-1	1-1-1	
0015	Electrical Parts Storekeeper	7-7-8	1-1-1	1-1-1						
0015	Ship Service Storekeeper	8-7-8	1-1-1							
0016	Deck Hand	4-6-7	4-1-1	4-1-1	4-1-1	1-1-1	1-6-6	5-6-1	1-1-1	
0017	Gunner's Mate Striker	4-6-1	1-1-1		1-1-1		1-1-1	1-6-1	1-1-1	
0017	Compartment Cleaner	5-6-1	1-1-1				1-6-1	5-6-7	1-1-1	
0017	Printer's Striker	8-7-8	8-7-8	8-7-8	8-7-8			5-6-1	1-1-6	
0032	Stern Hook (Captain's Gig)	4-1-1	4-1-1	4-1-1	4-1-1					
0032	Boat Coxswain	8-8-8	1-1-1	1-1-1	1-1-1					
0032	"	4-6-7	1-1-1	1-1-1	1-1-1					
0032	"	7-6-6	1-1-6							
0032	Motor Launch Coxswain	7-6-7	1-1-6							
0032	Boat Coxswain	7-6-8	4-1-8	4-1-8	5-6-8					
0032	"	7-6-7	4-1-6		4-1-1					
0032	"	7-6-7	4-1-6		1-1-6					

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Code #	Job Title	1	2	3	4	5	6	7	8	9
0032	Boat Coxswain (GIG)	7-6-8	1-1-1		1-1-1		1-6-6	7-6-7	4-1-1	
0032	" "	7-6-7	1-1-6	1-1-1	1-1-1		1-1-1		4-1-1	
0032	Bow Hook Man	1-1-1	1-1-1		1-1-1				1-1-1	
0032	" "	1-6-1	1-1-1	1-1-1	1-1-1		8-7-7	1-6-1	4-1-1	
0032	Radio Man	8-7-7	1-1-1	1-1-1	1-1-1			8-7-7		
0032	Paint Locker Keeper	7-6-8	7-8-1	7-6-8	7-6-8		1-1-6	7-8-7	4-1-1	
0032	JOD Messenger	7-8-7	4-1-8	7-8-7	4-1-8		1-6-6	7-6-6	4-1-8	
0032	Boatswain Locker Keeper	5-6-7	4-1-7				1-6-6	4-8-7	4-1-1	
0032	Gear Locker	5-6-6	4-1-1		4-1-6					
0032	Sailmaker Striker	7-6-1	1-1-1							
0032	Deck Hand	1-1-1	4-1-1	4-1-1		1-1-1	1-1-1	1-1-1		
0032	" "	4-1-1	4-1-1	4-1-1	4-1-1	1-6-1	1-6-6	5-8-7	4-1-1	
0032	" "	4-6-7	4-1-1	4-1-1			1-6-6	5-6-7	1-1-1	1-1-1
0032	" "	5-6-7	1-1-7		1-1-7		1-1-6	1-1-7	1-1-7	
0032	" "	4-6-7	1-1-6		1-1-6		1-6-6		1-1-1	
0032	" "	1-1-1	1-1-1	1-1-1	1-1-1		1-6-1	1-1-1	1-1-1	
0032	" "	1-1-1	1-1-1	1-1-1	1-1-1	7-6-1	1-6-1	1-6-1	4-1-1	
0032	" "	4-6-7	4-1-1	4-1-1	4-1-1		4-6-6	5-8-7	4-1-1	
0032	" "	5-6-7	3-1-1		1-1-1		1-1-1	1-1-1	4-1-1	
0032	" "	1-6-6	1-1-1	1-1-1	5-6-1			1-1-1	4-1-1	
0032	" "	5-6-7	4-1-1	4-1-1	4-1-1		1-6-7	1-1-7	4-1-1	5-6-8
0032	" "	8-8-7	7-8-7	7-8-7	4-1-1			5-1-1	4-1-1	
0032	Gunner's Mate Striker	8-8-7	7-6-6		4-1-6	4-6-1	4-1-1	1-1-1	4-1-1	
0032	Gunnery Maintenance Man	8-8-7	7-1-6	7-1-1			4-1-1	7-8-1	4-1-1	
0032	" "	8-8-8	1-1-1				4-1-1	1-1-1	4-1-1	
0032	" "	8-8-8	8-6-8				4-1-1	1-1-1	1-1-1	
0032	" "	8-8-8	7-1-1				4-1-1	5-8-7	1-1-1	
0032	Fire Control Technician	8-6-8	7-1-1				7-8-1	7-8-1	5-1-1	
0032	Torpedo Repair Man	7-8-8	1-1-1	4-1-1			5-8-6			
0032	Crane Operator	4-1-1	5-1-6	1-1-1			5-1-6			
0032	Metalsmith Striker	8-8-8	4-1-6							
0042	Side Cleaner	4-6-6	1-1-1	1-1-1		5-8-7	1-1-7	1-1-1		
0102	Boat Coxswain	7-8-7	1-1-1	4-1-1	1-6-1		1-1-1	7-8-7	4-1-1	
0104	Boatswain Storekeeper	5-6-7	4-1-1	4-1-1	4-1-1		4-1-6	4-6-7	4-6-7	
0109	Jack O'Dust	8-6-8	1-1-1						1-1-1	
0109	Cook	7-6-7	1-1-1						1-1-1	
0109	Mess Cook	7-6-8	1-1-1	1-1-1	1-1-1				4-1-1	

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Code #	Job Title	1	2	3	4	5	6	7	8	9
0109	Deck Hand	4-6-6	4-1-1	1-1-7	1-1-7	1-6-1	5-6-1	5-8-1	4-1-1	
0109	" "	5-6-8	1-1-7			1-1-7	1-1-7	5-6-7		
0109	" "	1-1-1	1-1-7			1-6-1	1-6-1	4-1-7	1-1-1	
0109	" "	1-6-7	4-1-6			5-6-1	5-6-1	7-8-1	5-1-6	
0109	" "	5-6-8	5-1-8	5-1-8		7-8-6	7-8-6	5-6-8	4-1-1	5-1-6
0109	OD Messenger	8-8-8	4-1-8			8-8-8	8-8-8	8-8-8		
0109	Motor Launch Coxswain	4-6-7	1-1-1	1-1-1	1-1-1	4-6-7	4-6-7	4-6-7	4-6-7	
0109	20mm Maintenance Man	8-8-8	1-1-8		1-1-1	4-1-1	4-1-1	8-8-1	1-1-1	
0109	Head Cleaner	5-6-1	1-1-1	1-1-1	1-1-1	1-1-7	1-1-7	8-8-7	4-1-1	
0209	QM Striker	8-8-8	4-1-1	4-1-1	4-1-1	8-8-8	8-8-8	8-8-8	4-1-1	
0209	Signalman	8-7-7	1-1-1			4-1-1	4-1-1	8-8-6	1-1-1	
0239	QM Striker	8-8-8	8-8-1			4-1-1	8-8-8	8-8-8	5-1-1	
0309	" "	8-7-1	8-7-1	8-7-1	8-7-1	8-7-1	8-7-1	8-7-1	7-1-1	
0309	Radar Man Striker	8-8-8	8-6-7	8-8-8	8-8-8	8-8-8	8-8-8	8-8-1		
0709	Torpedo Man	5-8-1	4-1-1			4-1-1	4-1-1	6-8-6		
0709	Torpedo Spare Parts Storekeeper	8-8-8	1-1-1			5-1-1	5-1-1	7-8-1		
0709	After Body Repair, Torpedo	8-8-8	8-8-8			4-1-8	4-1-8	7-8-6	4-8-8	
0709	Final Test Torpedoman	7-8-1	4-1-1		4-1-1	4-1-1	4-1-1	7-8-6	4-1-1	
0709	Mid-Section Repair, Torpedoman	7-6-1	4-1-1			4-1-1	4-1-1	7-8-1	4-1-1	
0709	Valve Repairman	8-6-8	1-1-1	1-1-1	1-1-1	4-1-8	4-1-8	1-8-6	1-1-1	
0809	Magazine Man	5-6-7	5-6-8	4-1-1	5-6-7	4-1-1	4-1-1	8-8-7	5-1-6	
0832	Ordnance Repair	8-8-8								
0915	Deck Force	1-6-6	4-1-1		4-1-1		8-8-8	8-8-8	1-1-1	
1029	Fire Control Striker	8-6-7	4-1-1			8-6-8	8-6-8	4-6-7	4-1-1	
1029	" "	8-8-7	4-1-1		4-1-1	4-1-1	4-1-1	7-7-1	1-1-1	
1032	Cook Striker	8-1-8	3-1-1	3-1-1				1-1-6		
1509	Electronics Repair Assistant	8-6-8	8-6-8			7-8-1	7-8-1	7-8-1	4-1-1	
1509	Electronics Repair*	8-8-8	4-6-1	8-8-8	8-8-8				1-1-1	
1509	Mess Cook*	1-1-7	5-6-1			8-1-1			5-1-1	
1509	Electronics Repair Assistant	8-8-8	8-8-8		8-8-8			7-8-6		
1509	" "	8-8-8	8-8-8						4-1-1	
1509	Electronics Maintenance	8-8-8	8-8-8	8-8-8	8-8-8			7-8-6	4-1-1	
1509	Radar Repair	8-6-8	4-6-8			4-6-8	4-6-8	5-8-6		
1909	Optical Repairman	8-6-8	1-1-1	1-8-1				5-8-6		
2209	Teleman Striker	8-8-7	1-1-1	1-1-1	1-1-1			8-8-7		
2209	Teletype Operator	8-7-7	8-7-7			8-7-7	8-7-7	8-7-7		

* Same man - listed for different jobs.

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Code #	Job Title	1	2	3	4	5	6	7	8	9
2305	Printer Striker	8-8-8	1-1-1	1-1-1	1-1-1		1-6-8	1-6-6		
2305	Radio Telegrapher	8-7-1	1-1-1	1-1-1	1-1-1	8-7-1	8-7-1	8-7-1		
2319	Teletype Repairman	8-8-8	8-8-8	8-8-8	8-8-8		8-8-8	8-8-8	1-1-1	
2509	Master At Arms Yeoman	8-7-8	5-1-1		1-6-6					
2509	Ship's Officer Yeoman	8-7-7	4-1-1							
2509	Mail Room Yeoman	8-8-8	7-8-1		4-1-1				4-1-1	
2509	Discharge and Enlistment Yeoman	8-8-8	8-8-1				4-6-1	4-1-1		
2659	Personnel Man (Training Office)	8-8-7	1-1-6	1-1-1	1-1-1		1-6-1	1-1-1	1-1-1	
2809	Deck Hand	1-1-1	1-1-1	1-1-1	1-1-1				1-1-1	
2809	Ship's Tailor	5-8-8	1-1-1	1-1-1	1-1-1			1-1-1		
2809	Clothing and Small Stores Issue	8-8-8	1-1-1	1-1-1	1-1-1			1-1-1	4-1-1	
2809	Storekeeper Striker	7-6-8	1-1-1							
2809	GSK Storekeeper	7-6-8	1-1-1		1-1-1				4-1-1	
2809	Ship Storekeeper	8-8-8	4-1-1							
2809	Storeroom Storekeeper	8-8-8	1-1-1	1-1-1	1-1-1		1-1-1	1-1-1	4-1-1	
2809	Issue Storekeeper	7-7-8	1-1-1	1-1-1	1-1-1			1-6-1		
2809	Supply Office Clerk	8-6-8	1-1-1							
2809	Paint and Oil Issue	8-6-8	1-1-1		1-1-1			1-6-1		
2809	" " " "	7-8-8	1-1-1		1-1-1			1-6-1		
2809	Electronics Storekeeper	8-6-8	1-1-1					7-6-6		
2909	Disbursing Clerk	8-8-8	5-6-1	5-6-1	1-1-6			1-1-6	1-1-1	
3009	Cook Striker	8-6-8	8-6-8	8-6-8	8-6-8					
3009	Baker	7-6-8	1-1-1	1-1-1	1-1-1				4-1-1	
3009	Magazine Keeper	5-6-1	4-1-7	4-1-7			4-1-1	7-8-7		
3029	Cook Striker	8-1-8	1-1-1							
3029	Vegetable Man, Cook Striker	7-6-8	1-1-1							
3029	Baker's Helper	7-6-8	4-6-1							
3029	Cold Storage, Cook Striker	5-6-8	1-1-1							
3029	Butcher Striker	7-6-8	1-1-1	1-1-1	1-1-1					
3029	Cook - Baker	8-6-8	8-6-8	8-6-8	8-6-8					
3049	Cook	7-1-1	5-6-8							
3109	Barber Striker	8-1-7	4-1-7							
3129	Barber	8-8-8	1-1-1	1-1-1	1-1-1				1-1-1	
3129	Laundryman	5-6-7	1-1-1							
3159	"	5-6-7	1-1-1							
3159	Deck Hand	4-6-8	1-1-6		1-6-6					

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Code #	Job Title	1	2	3	4	5	6	7	8	9
3509	Printer Striker	8-7-8	8-7-8	8-7-8	8-7-8		5-8-6	1-1-1	1-1-1	
3509	"	8-8-8	1-1-1	1-1-1	1-1-1		7-8-6	7-8-6	1-1-6	
3609	Lithographer	8-8-8	1-1-1							

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0009	QM Striker	8-8-8	4-1-1		8-8-8		8-8-8	8-8-8	4-1-1	
0009	Incinerator Man	1-1-1	1-1-1		1-1-1		1-1-1	1-1-1		
0009	Incinerator Man	1-1-1	1-1-1					1-1-1		
0009	Deck Hand	1-1-1	1-1-1				2-6-1			
0009	"	1-6-1	1-1-1				2-1-1			
0009	"	4-1-6	1-1-1			5-6-1	1-1-1	5-1-1	4-1-1	
0009	"	4-1-6	1-1-6	1-1-6	1-1-6		7-8-1	7-8-6	4-1-6	
0009	"	4-1-1	1-1-1	1-1-1	1-1-1		1-1-1	7-8-1	4-1-1	
0009	"	1-1-1	1-1-1		1-1-1	5-6-1	2-1-6	8-8-8	1-1-1	
0009	"	1-6-1	4-1-8				5-8-1	8-8-8	1-1-1	5-6-1
0009	"	1-1-1	1-1-1				2-1-6	5-8-7	1-1-1	
0009	"	4-1-1	1-1-1	1-1-1			5-1-1	1-1-1	4-1-1	1-1-1
0009	"	4-6-7	1-1-1	1-1-1				2-6-6	1-1-1	1-1-1
0009	"	4-6-7	1-1-1				2-6-6	7-8-1	1-1-1	
0009	"	7-6-7	1-1-1				1-6-1	7-8-1	1-1-6	
0009	"	1-1-1	1-1-1	1-1-1	1-1-1		1-1-1	8-8-1	1-1-6	
0009	"	5-6-6	1-1-1			1-1-1	2-6-6	1-1-7	1-1-1	
0009	"	5-6-7	1-1-1			1-6-1		5-8-7	1-1-1	
0009	"	1-6-7	1-1-1				2-6-6			
0009	"	1-6-6	4-1-6				7-8-1	1-1-1	1-1-1	
0009	"	1-1-6	1-1-1	1-1-1	1-1-1		1-6-6	7-8-1	1-1-1	
0009	"	1-1-1	1-1-1	1-1-1	1-1-1		1-6-1	1-1-1	1-1-1	
0009	"	1-1-7	1-1-1	1-1-1	1-1-1		1-1-1	7-8-8		
0009	"	4-8-1	1-1-1		1-1-1		1-6-1			
0009	Motor Launch Coxswain	5-8-8	1-1-1	1-1-1	1-1-1				1-1-1	
0009	Laundryman	5-6-6	4-1-1						4-1-1	
0009	"	5-6-7	1-1-1	1-1-1	1-1-1				1-1-1	5-6-7
0009	"									

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Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Laundryman	5-1-6	1-1-1						1-1-1	
0009	" "	5-6-7	1-1-1						4-1-1	
0009	" "	1-6-7	1-1-1							
0009	Boat Deck Hand	1-1-1	1-1-1	1-1-1	1-1-1		1-1-1	5-6-7	4-1-1	
0009	Deck Hand	5-6-7	1-1-7				1-6-6	1-1-7	1-1-1	
0009	Bow Hook Man	5-6-7	1-1-7				1-1-7	1-1-1	4-1-1	
0009	" "	5-1-7	1-1-1				1-6-7	1-1-1	4-1-1	
0009	" "	5-1-7	5-1-7	5-1-7	1-1-1			5-1-7	5-1-7	
0009	Paint Locker	5-6-8	1-1-1	1-1-1					5-1-1	
0009	Gunner's Maintenance Man	7-6-7	4-1-6	4-1-6	4-1-6			7-8-7	4-1-6	
0009	Ordnance Storeroom Keeper	7-8-8	1-1-1	1-1-1	1-1-1			7-6-1	4-1-1	
0009	Torpedo Man Striker	4-6-1	1-1-1				4-1-1			
0009	Mess Cook	5-6-1	1-1-7						4-1-1	
0009	" "	1-1-1	1-1-6						4-1-1	
0009	" "	5-6-8	1-1-1	1-1-1	1-1-1	1-1-1	1-1-1	1-1-1	1-1-1	
0009	" "	5-1-6	1-1-1						1-1-6	
0009	Passageway Cleaner	1-1-1	1-1-1	1-1-1	1-1-1	5-6-1	1-1-1	1-1-1	1-1-1	
0012	Electronics Storekeeper Striker	8-8-8	1-1-1					7-6-6	1-1-1	
0013	Deck Hand	4-1-1	2-1-1	2-1-1	2-1-1		4-6-1	7-8-7	4-1-1	1-1-1
0014	" "	5-6-7	1-1-1	1-1-1	1-1-7		1-6-7	7-8-8		
0014	" "	4-1-1	1-1-1	1-1-1	1-1-1		1-1-1	1-1-1	4-1-1	
0014	Side Cleaner	1-1-1	1-1-1		1-1-1		1-1-1	5-6-1		
0014	Coxswain Boat Launch	5-6-7	1-1-7	1-1-7	1-1-7		1-6-7	5-6-7	5-6-7	
0014	Officer's Country Deck Hand	4-6-7	3-1-7		4-6-6	6-7-8		7-8-8	4-1-1	
0015	Deck Hand	7-8-6	1-1-6	1-1-6	1-1-6		4-1-1	7-8-1	1-1-1	
0015	" "	4-1-6	4-1-1	4-1-1			1-6-6	1-1-1	1-1-6	
0015	" "	1-1-1	1-1-1	1-1-1			1-1-1	1-1-1	1-1-1	
0015	" "	4-1-6	1-1-1				4-1-1	1-1-1	4-1-1	
0015	Compartment Cleaner	5-6-6	4-1-1			5-6-1		5-6-1	1-1-1	
0015	Fire Control Striker	8-6-8	4-1-7				2-1-1	5-6-1	1-1-1	
0015	Mess Cook	1-1-6	1-1-1				4-1-8	7-8-6	1-1-1	
0015	Log Room Yeoman Striker	5-6-1	1-1-1	1-1-1	1-1-1					
0015	Supply Office Clerk	8-8-8	1-6-6					1-6-1	1-1-1	
0019	Deck Hand	1-1-1	1-1-1	1-1-1	1-1-1		1-1-1	1-1-1	1-1-1	
0032	Deck Hand	4-1-6	1-1-1				1-1-1	1-6-1	4-1-1	

USS PRAIRIE

RATE: SA

Code#	Job Title	1	2	3	4	5	6	7	8	9
0032	Passageway Cleaner	5-6-7	4-1-8		4-1-8		4-6-6	7-8-7	4-1-7	
0032	Side Cleaner	1-1-1	4-1-1	4-1-1	4-1-1	1-1-1	1-6-6	7-8-7		
0032	Compartment Cleaner	5-6-6	1-1-6	1-1-6	1-1-6		5-8-1	7-8-7	1-1-1	
0032	Crane Operator	4-6-7	4-1-1	1-1-1	5-1-1		5-6-8	4-6-6	1-1-1	1-1-1
0032	Typewriter Repairman	7-7-8	5-6-1	1-1-1	1-1-1				5-1-1	
0032	Metal Worker	4-1-6	1-1-1	1-1-1	1-1-1				4-1-1	
0109	Deck Hand*	5-6-7	5-1-1	5-1-1	5-1-1		1-1-1	1-1-1	3-1-1	
0109	" "	1-1-1	4-1-1	4-1-1	4-1-1	1-6-1	1-1-1	5-6-1		
0709	Air Flask Torpedo Repair Assistant	7-6-1	1-1-1				5-1-1		1-1-1	
0709	" " " "	7-6-1	1-1-1	7-6-1			5-1-1		1-1-1	
0709	Torpedo Afterbody Repair Assistant	7-6-6	1-1-1	1-1-1			4-1-1		1-1-1	
2312	Heading Breakdown	8-7-7	1-1-1	1-1-1	8-7-7		8-7-7	8-7-7		
2809	Compartment Cleaner	5-6-1	1-1-1						1-1-1	
2809	Storekeeper Tender Spares	8-6-8	5-6-1					1-6-1	1-1-1	
2809	Main GSK Storekeeper Striker	8-6-8	1-1-1					1-6-1	1-1-1	
2809	Requisition File Clerk	7-8-8	1-1-1					1-6-1	4-1-1	5-6-1
2909	Disbursing Clerk Striker	8-8-8	1-1-1					1-6-1	1-1-1	
2909	Kardex Keeper	8-7-8	1-1-1					1-1-1	1-1-1	
3009	Cook Striker	8-1-8	1-1-6		3-1-1				4-1-1	
3009	" "	8-6-8	1-1-1	1-1-1	1-1-1				1-1-1	
3159	Deck Hand	1-1-1	1-1-1							
3509	Printer	8-8-8	1-1-1							
3609	Lithographer	8-8-8	8-8-8					5-6-1	1-1-1	

USS PRAIRIE

RATE: FN

0009	Machinist Mate Striker	8-8-8	1-1-1							
0009	" " " "	7-8-8	7-8-8	7-8-8	7-8-8				1-1-1	
0009	Control Man	5-6-8	4-1-1						4-6-1	
0009	B-iller Tender	4-6-8	7-6-8		7-6-8			7-6-8	1-1-1	
0009	Ship's Driver	8-8-8	4-1-1	4-1-1	4-1-1				4-1-1	
0009	Pipe Fitter	8-8-8	1-1-1						7-8-6	4-1-1
0013	Evaporator Assistant	4-8-8	4-1-1	4-1-1	4-8-8			4-8-8	1-1-1	

*Same man interviewed twice.

USS PRAIRIE

DATE: FN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0014	Precision Grinder	8-8-8	4-1-7	1-1-1	1-1-1		7-8-6	7-8-6		
0014	Pipe Fitter's Assistant	7-6-8	4-1-6	4-6-1	4-6-1		4-6-1	4-1-1		
0014	Ship Fitter	7-6-8	1-1-1				4-6-1	4-1-1	4-1-1	
0014	" "	8-8-8	4-1-1		4-1-6		5-6-6	7-8-6	4-1-1	
0014	Boiler Tender Striker	4-6-7	4-1-1	4-1-1	4-1-1		7-6-6	7-8-8	1-1-1	
0014	Carpenter	8-8-8	1-1-1				7-6-6	7-8-6	1-1-1	
0014	Machine Mate Striker	8-8-8	4-1-1	1-1-1	4-8-8		4-8-8	4-8-8	4-1-1	
0014	Lathe Operator (Vertical Turret)	8-6-8	1-1-7			1-6-1	7-8-6	7-8-6	4-1-1	
0014	Machine Mate Striker	7-8-1	4-1-1				4-8-1	4-8-1	4-1-1	
0014	Engine Room Maintenance Assistant	4-6-1	7-6-1		7-6-1		7-6-1	7-6-1	7-6-1	
0014	" " " "	8-8-1	1-1-1		8-8-1		8-8-1	8-8-1	7-6-1	
0014	Boiler Tender Assistant	4-6-8	1-1-1	4-6-8	4-1-1		7-6-8	7-6-8		
0014	Compartment Cleaner	4-8-8	4-1-1	4-8-8			4-8-8	4-8-8	4-1-1	
0014	Machine Shop Apprentice	4-6-8	1-1-6				4-1-1	5-6-6		
0014	Electrical Maintenance Striker	8-8-8	4-1-1	1-1-1	8-8-8		4-1-1	4-8-8	4-1-1	
0014	Interior Communications Man	8-8-8	4-1-1		4-6-7		4-6-8	4-1-6	4-1-6	
0015	Ship Fitter's Assistant	7-2-8	4-1-1				7-8-6	7-8-6	1-1-1	
0032	Pipe Fitter's Assistant	8-8-8	4-1-1	4-1-1			7-8-6	7-8-6	4-1-1	
0042	Outside Repairman	7-6-7	4-1-1				7-8-8	7-8-8	4-1-1	
0042	Evaporator Room Man	7-3-1	7-8-8				7-8-8	7-8-8		
0042	Metalsmith Striker	5-6-8	4-1-1				7-6-1	4-1-6	1-1-1	
0042	Damage Controlman	8-6-6	7-3-1	1-1-1	1-1-1			7-8-8		
0042	Boiler Tender	7-8-8	7-3-8	7-8-8	7-8-8					
0042	Electrical Repairman	8-8-8	1-1-1						1-1-1	
0042	Machinery Maintenance Man	4-6-1	4-8-1	4-8-1	4-8-1	4-8-1	4-8-1	4-8-8	1-1-1	
3232	" " " "	8-2-1	1-1-1	1-1-1	4-1-1		4-1-1	8-8-8		
4221	Storekeeper, Machine Shop	7-8-8	4-1-1				7-8-8	7-8-8	4-1-1	
4232	Evaporator Man	8-2-8	1-1-1				8-8-8	8-8-8	1-1-1	
4409	Valve Repairman	8-6-8	1-1-1	1-1-1			7-8-6	7-8-6	1-1-1	
4409	Boring Mill Operator	8-8-8	7-1-1		7-1-1		7-8-6	7-8-6	1-1-1	
4409	Grinder (Machine Shop)	8-8-8	4-1-6	4-1-6			7-8-6	7-8-6	1-1-1	
4409	Machine Repairman	7-8-8	4-6-1		4-6-1		7-8-6	7-8-6	1-1-1	
4409	Lathe Operator	8-6-8-						7-8-6	1-1-1	
4409	" "	8-3-8	4-6-8	4-6-8	8-8-8	5-6-6		5-6-6	4-6-8	
4409	" "	8-8-8	4-1-7				7-8-6	7-8-6	4-1-1	
4409	Engraver	7-8-8	4-1-1		7-8-8		7-8-1	7-8-1	4-1-1	

USS PRAIRIE

RATE: FN

Code #	Job Title	1	2	3	4	5	6	7	8	9
4519	Boiler Man	4-6-8	7-6-8	4-1-1	4-1-1		7-6-8	7-6-8	1-1-1	
4639	Electrical Maintenance Man	8-8-8	4-1-1				7-8-8	8-8-8	4-1-1	
4689	Electrical Repair Shop	8-7-8	4-1-1				5-6-6	5-6-6	1-1-1	
4709	Inter Communication Electrician Striker	8-6-7	1-1-1		5-1-1		5-1-1	5-1-1	1-1-1	
4709	"	8-8-8	5-1-1		4-6-1		4-6-1	4-6-1	4-6-1	
4819	Pipe Fitter's Assistant	7-8-7	4-1-6				5-6-7	5-8-6	4-1-6	
4819	Sheet Metal Assistant	4-1-7	4-1-8		2-1-1		5-8-6	5-8-6	4-1-1	
4819	Metal Worker Assistant	7-8-8	4-1-1				5-3-6	5-8-6	4-1-1	
4849	Welder	4-6-1	4-1-1				7-8-6	7-8-6	4-1-1	
4919	Pipe Fitter	8-8-8	4-1-8	4-1-8	4-1-8		4-6-7	4-1-1	4-1-1	4-6-1
5009	Damage Control Maintenance Man	8-8-8	5-8-1				4-6-1	7-7-8	1-1-1	
5009	Carpenter	8-8-8	4-1-1				7-8-6	7-8-6	1-1-1	
5209	Mess Cook	1-1-1	1-1-1					7-8-6	1-1-1	
5209	Molder	8-6-8	1-1-6					7-8-6		
5219	Molder	1-1-1	1-1-1					7-8-6		
5219	"	8-6-8	1-1-1					7-8-6	4-1-6	

USS PRAIRIE

RATE: FA

0009	Mess Cook	7-6-6	3-1-7	3-1-7	3-1-7		3-1-7	3-1-7	3-1-7	
0009	Fire Room Maintenance Man	4-1-1	4-1-4		5-6-8		3-1-1	5-6-8	4-1-1	
0009	Fire Room Maintenance Man Assistant	5-6-8	4-1-7	4-1-7	4-1-7		5-6-8	5-6-8	1-1-1	
0009	"	5-6-8	1-1-1	1-1-1	1-1-1		7-6-8	7-6-8	1-1-1	
0009	Machinery Maintenance Man	4-1-1	4-1-1				4-1-1	4-8-1	4-1-1	
0009	Outside Machine Repairman	4-1-1	4-1-1						1-1-6	
0009	Power Electrician Assistant	8-8-8	1-1-1		7-8-8		7-8-8	7-8-8	4-1-1	
0009	Electrician	8-8-8	8-8-8		8-8-8		8-8-8	5-8-8	4-1-1	
0009	Pipe Fitter's Assistant	7-6-8	1-1-1				4-6-7	4-1-1	1-1-1	
0009	Lathe Operator	8-6-8	4-1-1	4-1-1						
0009	Evaporator Maintenance Man Assistant	5-8-8	5-1-1			5-6-1	5-8-8	5-8-8	4-1-1	
0009	"	4-6-8	7-6-8	7-6-8	7-6-8		7-6-8	7-6-8	1-1-1	
0013	Electrician Striker	7-8-1	1-1-1	1-1-1	4-8-7			5-8-7	1-1-1	5-6-1
0013	Boat Electrician Striker	8-6-8	4-1-1	1-1-1	1-1-1		4-6-8	4-6-8	4-1-1	
0013	Power Electrician Assistant	8-8-7	5-1-6	1-1-1		4-1-1	5-1-1	4-8-7	4-1-1	

USS PRAIRIE

RATE: FA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0013	Electrician Storekeeper	7-6-8	4-1-1	4-1-1	4-1-1		4-6-8	4-6-8	4-1-1	1-1-6
0014	Compartment Cleaner	5-6-7	4-1-1							
0014	Boat Shop	4-8-8	1-1-1		4-6-8		4-6-8	4-8-8	1-1-1	
0014	Pump Maintenance Repair	8-8-1	4-1-1				4-8-1	4-8-1	4-1-1	
0014	Engine Room Maintenance Man Assistant	4-1-1	4-1-1				4-8-1	4-8-1	4-1-1	
0014	" " "	4-8-1	1-1-1	1-1-1	1-1-1		7-8-1	7-8-1	4-1-1	
0014	Pipe Fitter	7-6-8	5-1-1	4-1-1	4-1-1		4-6-1	4-8-1	4-1-1	
0014	Sheet Metal Smith Worker	7-8-8	1-1-6				1-6-1	7-8-1	4-1-1	
0014	Boiler Maintenance Man Assistant	5-6-7	4-1-1	4-1-1	4-6-8	1-1-1	5-6-7	5-6-7	4-1-1	4-1-1
0014	Power Electrician Assistant	3-8-7	4-8-1	4-8-1	4-1-1		4-3-1	8-8-8		
0014	Steam Equipment Maintenance Man	5-8-1	4-1-1		4-1-1		1-1-1	4-6-1	4-6-1	
0014	Machine Repair Man	8-6-8	4-1-1	4-1-1	4-1-1			1-1-6		
0014	" " "	8-6-8	4-1-1	4-1-1	4-1-1		5-6-6	5-6-6	1-1-1	
0015	Boat Engineer	4-6-7	4-1-1	4-1-1	4-1-1	1-1-1	4-1-1	4-6-7	4-1-1	
0019	Lathe Operator	8-6-8	1-1-1				7-8-6	7-3-6	1-1-1	
0032	Boiler Maintenance Man	5-6-8	4-1-1				5-6-8	5-6-8	4-1-1	
0042	Engine Room Maintenance Man	1-1-1	4-6-1				3-1-1	4-6-1		1-1-1
0042	Evaporator Maintenance Man	4-8-8	1-1-1	4-8-8	4-8-8		4-8-8	4-3-8	4-1-1	
0042	Fireroom Maintenance Man	5-8-8	4-1-1	4-8-8	4-8-8		4-8-8	4-8-8		
0042	Fireroom Maintenance Man Assistant	5-6-8	1-1-1		7-8-8		7-8-8	7-8-8	1-1-1	
0042	Diesel Engine Repair Assistant	5-6-8	4-1-1	4-1-1	4-1-1		4-6-7	4-6-7	1-1-1	
4309	Boat Engineer (Motor Launch)	8-8-7	4-1-1		4-6-1		4-6-1	3-8-7	4-6-1	
4309	" " "	4-6-8	4-1-1				4-1-1	4-6-8	4-1-1	
4409	Machine Repairman	8-6-8	4-1-8						4-1-6	
4409	Milling Machine Operator	8-8-8	1-1-1			1-1-1			1-1-1	
4689	Boat and Battery Electrician	4-6-7	4-1-1	4-1-1			4-8-1	4-8-1		
4689	" " " "	8-8-1	1-1-1		4-6-1		8-8-1	8-8-1	1-1-1	
4689	Electrician's Mate	5-6-6	4-1-6				5-8-7	5-8-7	5-1-1	
4809	Auxiliary Maintenance Man	8-6-8	5-1-1		1-1-2		1-1-1	4-1-6	4-1-6	1-1-1
4809	Ship Fitter's Assistant	5-6-8	4-1-6							
4809	" " "	7-8-8	5-1-1	1-1-1	1-1-1				1-1-1	
4909	Pipe Fitter Striker	7-6-8	4-6-1	1-1-1	1-1-1		4-6-8			
4909	Pipe Fitter Helper	8-8-8	1-1-6							
4919	Pipe Fitter Helper	7-8-8	1-1-1						1-1-1	

USS PRAIRIE

RATE: HN

Code #	Job Title	1	2	3	4	5	6	7	8	9
8402	Sick Bay Attendant	8-8-8	7-1-1		8-8-8					
8402	" " "	7-8-8	7-8-8	7-8-8	1-1-1		7-8-8	7-8-8	5-1-1	
8402	Clerical Corpsman	8-8-8	5-8-1	5-8-1	1-1-1		8-8-8	8-1-1	5-8-1	

USS PRAIRIE

RATE: DN

8709	Dental Assistant	8-7-6	5-6-1	1-1-1	1-1-1					5-6-1
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USS PRAIRIE

RATE: TN

9002	Pantry Boy	8-6-8	1-1-1	1-1-1						
9009	Ward Room Stewart	7-6-7	1-1-1				1-1-1	1-1-1	1-1-1	
9009	Ward Room Attendant	7-7-7	1-1-7	1-1-6	1-1-1		1-1-1	1-6-8	1-1-1	
9012	Compartment Cleaner	5-6-7	1-1-1	1-1-1	1-1-1				1-1-1	

USS TUCKER

RATE: SN

0009	Deck Force	5-6-8	4-1-7		4-1-7	4-1-8	5-6-1	4-1-7	1-1-1	
0009	Boatswain's Locker Keeper	7-6-7	1-1-1				1-1-6	7-6-1		
0009	Boatswain's Mate Striker	5-6-7	4-1-1		5-1-7	1-1-1	1-1-1	5-6-6	4-1-6	1-1-1
0009	20 mm Maintenance Assistant	7-6-1	4-1-7		1-1-7	1-1-1	1-1-1	5-6-1	1-1-1	
0009	5"/38 Maintenance Assistant	8-8-8	1-1-7		4-1-1		4-1-8	7-6-1	1-1-1	
0009	5" Maintenance Man	7-8-8	4-6-8		4-1-7		4-1-1	5-6-1		
0012	Side Cleaner	1-1-1	4-6-1		8-8-1		8-8-1		1-1-1	
0014	Compartment Cleaner	1-1-1	1-1-7	1-1-1					1-1-6	
0019	Electronics Technician Striker	8-6-7	1-1-1					4-1-1	1-1-1	

USS TUCKER

RATE: SA

Code # Job Title

	1	2	3	4	5	6	7	8	9
0009 Deck Hand *	1-1-1	1-1-1		1-1-1			7-6-1		1-1-1
0009 " "	1-6-1								
0009 " "	1-1-1				1-1-1		7-6-1	1-1-1	
0009 " "	5-6-1							1-1-1	
0009 " "	5-6-1	1-1-6				1-1-1	7-6-1	1-1-1	
0009 " "	1-1-1	1-1-1		4-1-1			1-1-1	1-1-1	
0009 Compartment Cleaner*	5-6-1								
0009 Gunnery Maintenance Assistant	4-6-1	4-1-8		5-1-7	1-1-1		5-6-1	1-1-1	
0009 40mm Maintenance Assistant	4-6-1	1-1-1		4-1-1	1-1-1		5-6-1	1-1-1	
0009 20mm Maintenance Assistant	5-6-6	1-1-1			1-1-1		5-6-1	4-1-1	
0009 Gunnery Maintenance Assistant	1-6-1	1-1-1				5-1-1	7-6-1	1-1-1	
0009 5" Maintenance Assistant	8-1-1	4-1-1					1-6-6	1-1-1	
0009 " "	5-6-6	1-1-7		2-1-1			5-6-1	1-1-1	
0009 " "	5-6-1	1-1-1				4-6-6	7-6-6		
0009 40mm Gunnery Maintenance Man	5-6-1	1-1-1					1-1-1		
0009 QM Striker*	5-1-1	1-1-1		1-1-1				1-1-1	
0009 Mess Cooking*	7-1-6	1-1-1						1-1-1	
0009 " "	5-1-6	1-1-1		1-1-1					
0009 " "	5-1-1	1-1-1		1-1-1					
0009 " "	1-6-1	1-1-1		1-1-1					
0012 Deck Hand	5-6-6	1-1-1							
0012 Laundry Man*	8-1-8	4-1-1		4-1-1				5-6-7	
0016 Cook Striker	5-6-8	1-1-7	7-6-1	1-1-7			7-6-1	1-1-1	1-1-1
0016 Passageway Cleaner	5-6-7	5-1-1	1-1-1	1-1-1	1-1-1	1-1-6	8-6-6		
0017 Depth Charge Maintenance Man									

USS TUCKER

RATE: TN

0016 Officers' Country Cleaner	5-6-7	1-1-1						1-1-1	
9009 Steward's Mate	7-1-1	1-1-1	1-1-1	1-1-1			4-1-1	1-1-1	
9009 Ward Room Mess Attendant	7-7-8						1-1-1	1-1-1	

* These men had only been aboard ship for a few weeks.

RATE: TA

Code #	Job Title
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

2016	Compartment Cleaner	5-7-8	1-1-6	5-7-1	5-7-8	1-1-1

USS BAYFIELD

RATE: SN

0009	Deck Hand	5-6-8	4-1-7	1-1-1	4-1-1	5-6-1
0012	Gunner's Mate Striker	7-8-8	1-1-1	1-1-1		
0014	Boat Coxswain	7-8-7	4-1-7		1-1-7	4-1-1 5-1-7
0016	Laundryman (Ship's Service)	7-6-8	7-6-1	1-1-1	1-1-1	1-6-1
0032	Deck Hand	7-8-7	4-1-8	1-1-1	7-8-7	5-1-1
0032	" "	5-6-7	7-1-7	5-1-1	7-1-1	1-1-1
0032	" "	7-6-7	4-1-8	4-1-8	4-1-1	5-6-6 1-1-1
0032	Leading Seaman Bos'n Mate Striker	4-6-8	4-1-8	4-1-8	4-1-1	1-1-1 5-1-1
0032	Boat Coxswain	7-8-7	1-1-7		7-8-1	4-8-8
2319	Radio Operator	8-8-8	8-8-8	8-8-8	8-8-8	8-8-8
2509	Yeoman	8-8-8	5-1-1	1-8-1		8-8-8 1-3-1
2522	Ship's Office Clerk	8-7-8	1-1-1		8-7-8	8-7-8
2802	Spare Parts Storekeeper	8-8-8	1-6-1	1-1-1	1-1-1	
2809	Cook Striker	8-8-8	1-1-1			5-1-1

USS BAYFIELD

RATE: SA

0009	Incinerator Man	4-1-1	1-1-6	1-1-6	1-1-1	1-8-1	1-1-1	1-1-1
0009	Mess Cook	1-1-6	1-1-1			1-1-1	1-1-1	1-1-1
0009	Deck Hand	1-1-7	2-1-7	2-1-7	4-1-1	5-6-1	1-1-1	1-1-1
0009	Jack O'Dust	5-6-8						
0009	Deck Hand	4-1-7	4-1-1		1-1-1	7-8-6	1-1-1	4-1-1
0009	Striking for Hospitalman	8-8-8	5-6-8	5-6-8	5-6-8	5-6-8	8-8-7	5-1-1
0012	Radar Operator	8-6-8	5-6-1	8-8-8	4-6-8		4-1-1	8-8-7
0012	Electronics Technician Striker	8-8-7	8-8-1	8-8-1		8-8-7	8-8-1	8-8-1

USS BAYFIELD

RATE: SA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0015	Librarian -- Personnel Striker	8-8-7	1-1-1		1-1-1	8-8-1		8-8-7		
0032	Mess Cook	4-1-1	1-1-1	3-1-1		1-1-1				
0032	Deck Force	4-1-1	1-1-7	1-1-7	4-1-1	5-1-1		5-1-1	5-1-1	

USS BAYFIELD

RATE: FN

4512	Boiler Man	4-8-8	4-8-8	1-1-1	4-8-8	4-8-8	4-8-8			
4637	Electrician	8-8-8	5-1-1	4-8-8		8-8-1	5-1-1	8-8-8	4-1-1	
5019	Carpenter's Assistant	7-8-8	1-8-1	1-1-1	1-1-1	1-1-1	7-6-8	7-6-8	7-8-8	

USS BAYFIELD

RATE: FA

4309	Engine Room Man	7-8-8	4-1-1	1-1-1	1-1-1	1-1-1	1-1-1	7-8-8	1-1-1	5-1-1
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USS BAYFIELD

RATE: HN

8402	Dressing Station	8-8-8	7-6-7	7-6-7	7-6-7			8-8-8	7-6-7	
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USS KENNETH WHITING

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Aviation Electrician Striker	8-6-8	4-1-1	1-1-1	1-1-1	1-1-1	1-1-1	7-8-1	4-1-1	
0014	Plane Gas Crew	7-6-1	1-6-1	1-6-1	1-6-1				5-1-1	
0062	Compartment Cleaner	5-1-1	1-1-1	1-1-1	1-1-1				5-1-1	
0062	Pumproom Man	8-8-1	7-1-6			4-8-1		4-8-1	4-1-1	
7249	Toolroom Clerk	7-7-8	2-1-1	2-1-1		7-1-1		7-1-1	1-1-1	

USS KENNETH WHITING

RATE: AA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0062	Metalsmith Striker	8-6-8				5-1-1				
0062	Deck Hand	1-6-6				1-1-1				
0062	" "	5-1-7	1-1-1		1-1-1				5-1-1	
7009	Boat Crew	4-6-8	4-1-1	4-1-1	4-1-1	7-7-6		1-6-1	1-1-1	
7009	Aviation Boat's Striker	7-6-8	5-1-1					5-1-1		

USS CORAL SEA

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0012	Crash Crewman	5-6-1				1-1-1	1-1-1	7-8-1	1-1-1	
0014	Flight Quarters	4-6-1	4-6-1			4-1-1	4-1-1	4-1-7	1-1-1	
0014	Tail Bomber	1-1-1	1-1-1			1-1-1	4-1-1	5-8-1	1-1-1	4-1-1
0062	Elevator Operator	4-1-1	4-1-1			4-1-1	4-1-1	4-1-1	4-1-1	
0062	Hot Suit Man	1-1-1	1-1-1						1-1-1	5-6-8
0062	Aviation Boatswain Striker	4-1-1	1-1-1			4-1-1	4-1-1	5-8-7	1-1-1	

USS CORAL SEA

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0062	Tractor Driver	7-8-1	7-8-1							
0062	"	4-1-1	4-1-1	4-1-1	4-1-1	1-1-1	1-1-1	5-8-1	1-1-1	
0062	Crash Crewman	1-1-1	1-1-1			5-8-7	4-1-1	4-1-1	1-1-1	
6429	Aviation Boatswain Striker	1-1-1	1-1-1			1-1-1	4-1-1	5-8-1		
6429	Plane Handler	1-6-1	5-6-1			1-1-1	4-1-1	1-1-1		

USS FRANKLIN D. ROOSEVELT

RATE: AN

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Plane Handler	1-1-1	1-1-1	1-1-1	1-1-1	4-1-1	4-1-1	5-8-1	1-1-1	
0012	Plane Pusher	1-1-1	1-1-1			5-8-1	4-1-1	4-1-1	1-1-1	
0012	Log Book and Supply Records	7-7-7	7-7-7				4-1-1	4-1-1	1-1-1	
0014	Repair Party -- Flight Deck	8-6-8	8-6-8	8-6-8	8-6-8		4-1-1	5-6-1	1-1-1	
0014	Mobile Repairman	8-8-8	1-1-1	1-1-1	1-1-1	4-6-8	4-1-1		1-1-1	
0014	Plane Handler	1-1-1	1-1-1				4-1-1	5-8-1	1-1-1	
0014	"	1-1-1	1-1-1	1-1-1	1-1-1		4-1-1	5-8-1	1-1-1	
0014	"	1-1-1	1-1-1	1-1-1	1-1-1		4-1-1	5-8-1	1-1-1	
0015	Recorder for Arresting Gear	7-8-8	1-1-1				4-1-1	4-1-1	1-1-1	
0015	Plane Handler	1-1-1	1-1-1				4-1-1	7-8-7	1-1-1	
0062	Catapult Crew	1-1-1	1-1-1	1-1-1	1-1-1		4-1-1	4-1-1	1-1-1	
0062	Flight Deck Crewman	5-6-8	1-1-1				4-1-1	4-1-1	1-1-1	
6709	Engineering -- Check Man	8-6-8	1-1-1	1-1-1	1-1-1		4-1-1	1-1-1	1-1-1	
6809	Aviation Ordnance Man	8-6-7	1-1-1			4-1-1	4-1-1	5-8-1	1-1-1	
6809	Issueman in Toolroom	8-6-8	6-6-8			4-1-1	4-1-1	5-8-1	8-6-8	

USS CORAL SEA

RATE: AA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Flight Quarters	4-1-7	4-1-7			4-1-1		1-1-1	1-1-1	
0013	Issue — Gear Locker	5-1-1	1-1-1			1-1-1	1-1-1	5-8-1	1-1-1	
0014	Plane Starter	4-1-6	4-8-1			1-1-1	1-1-1	5-8-1	1-1-1	
0015	Plane Handler	5-6-1	4-1-1			1-1-1	4-1-1	5-8-7	4-1-1	
5753	Flight Deck — Chock Puller	1-1-1	1-1-1			1-1-1	1-1-1	1-1-1	1-1-1	

USS FRANKLIN D. ROOSEVELT

RATE: AA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Ordnance Man	1-1-1	1-1-1					5-8-1	1-1-1	
0302	Metalsmith	8-6-8	1-1-1					4-1-1		

USS CORAL SEA

RATE: TN

Code #	Job Title	1	2	3	4	5	6	7	8	9
9009	Steward Man	7-6-7	1-1-1				5-6-1	5-6-1	1-1-1	
9009	"	1-1-7	1-1-1				5-1-1	5-1-1	1-1-1	
9009	"	7-6-7	5-6-1				5-6-1	5-6-1	1-1-1	
9009	"	7-6-6	5-6-1				1-1-1	1-1-1	1-1-1	
9009	"	7-6-6	1-6-7				5-6-1	5-6-1	1-6-7	
9009	"	7-6-6	5-6-1				5-6-1	5-6-1	5-6-1	
9009	"	7-6-6	5-1-1				5-6-1	5-6-1	5-1-1	
9009	"	4-6-7	1-1-1						4-6-7	
9009	Scullery Man	7-6-8	1-1-1				1-1-1	1-1-1	1-1-1	
9009	Jack O' Dust	7-6-8	1-1-1							
9009	Cook	7-6-8	1-1-1							
9019	Steward's Man	1-1-1	4-1-1				5-6-1	5-6-1	4-1-1	
9022	"	7-6-8	5-6-1				5-6-1	5-6-1	1-1-1	
9022	"	7-6-7	5-6-1				5-6-1	5-6-1	5-6-1	

USS FRANKLIN D. ROOSEVELT

RATE: TN

Code #	Job Title	1	2	3	4	5	6	7	8	9
9009	Steward Man	7-6-7	1-1-1				5-6-1	5-6-1	1-1-1	
9009	"	7-6-7	1-1-1				5-6-1	5-6-1	1-1-1	
9009	"	7-6-7	4-1-1				5-8-1	5-8-1	1-1-1	
9012	Steward's Man	5-6-6	1-1-1				5-1-1	5-1-1	1-1-1	
9022	"	5-6-6	1-1-1				5-6-1	5-6-1	1-1-1	
9022	"	1-1-6	4-1-1				5-6-1	5-6-1	1-1-1	
9022	"	5-6-7	1-1-1	1-1-1	1-1-1		5-6-1	5-6-1	1-1-1	
9022	"	7-1-7	1-1-1				5-1-1	5-1-1	1-1-1	
9022	"	7-6-7	5-1-1				5-6-1	5-6-1	1-1-1	
9022	"	5-6-7	5-6-1				5-6-1	5-6-1	1-1-1	

USS CORAL SEA

RATE: TA

Code #	Job Title	1	2	3	4	5	6	7	8	9
9009	Steward's Man	7-6-7	5-6-1	5-6-1			5-6-1	5-6-1	5-6-1	

USS FRANKLIN D. ROOSEVELT

RATE: TA

Code #	Job Title	1	2	3	4	5	6	7	8	9
0009	Steward Mate	5-6-6	1-1-1				1-1-1	1-1-1	1-1-1	

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